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AIR FORCE

OCCUPATIONAL SURVEY REPORT



MISSILE AND SPACE SYSTEMS MAINTENANCE

AFSC 2M0X2

OSSN: 2522

JULY 2003

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Missile and Space Systems Maintenance career ladder (AFSC 2M0X2). Authority for conducting an occupational survey is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force career field manager, technical training school, all major using commands, and other interested operations and training officials.

First Lieutenant Kristen Barrera, Inventory Development Specialist, developed the survey instrument. First Lieutenant Toni L. Agnew, Occupational Analyst, analyzed the data and wrote the final report. Mrs. Karen Tilghman provided computer-programming support, and Ms. Dolores Navarro provided administrative support. Major Jose Caussade, Chief, Enlisted Analysis Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OAOD, 1550 5th Street East, Randolph AFB TX 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our website at <https://www-r.omsq.af.mil/>. (Note: If you experience a Microsoft Word security problem after clicking on the above link, please copy the web address into the address window in your web browser.)

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**OCCUPATIONAL SURVEY
MISSILE AND SPACE SYSTEMS MAINTENANCE
(AFSC 2M0X2)**

EXECUTIVE SUMMARY

- 1. Survey Coverage:** The Missile and Space Systems Maintenance career ladder was surveyed to obtain current task data and systems maintained for use in evaluating current training programs. The data will also be used to support specialty knowledge test (SKT) development. Surveys were sent to 652 active duty (AD) personnel. Survey results were based on 372 AD members responding.
- 2. Specialty Jobs:** Job structure analysis identified three clusters and five independent jobs (IJs) within the specialty. This career ladder contains a variety of jobs, but the majority of the members are within the General Missile Maintenance Cluster (N=121). The job with the highest number of average tasks performed is the Pneudraulics Job (N=148).
- 3. Career Ladder Progression:** The Missile and Space Systems Maintenance career ladder progression is typical of most career ladders. There was a distinction between 3- and 5-skill-level members, with the 5-skill-level members performing more training and supervisory work. The distinction between 5- and 7-skill-level members was more obvious, with the 7-skill-level members spending the largest percentage of their time performing supervisory and management activities. The majority of 3-skill levels are performing tasks as described in the General Missile Maintenance Cluster (50%). These members are performing more mechanical tasks such as: performing preoperational checks on forklifts, semi-trailers, or truck tractors; inventorying equipment, tools, parts, or supplies; and picking up, delivering, or storing equipment. Five-skill-level members also performed the majority of their duties as described in the General Missile Maintenance Cluster (32%). Seven-skill-level members performed the majority of their duties as described in the Supervision IJ (43%) followed by the General Missile Maintenance Cluster (17%). The 7-skill-level members are counseling subordinates, providing orientation for new members, and establishing work schedules and priorities.
- 4. Training Analysis:** The Specialty Training Standard (STS), dated 5 March 2002, was reviewed against the survey data. The STS, for the most part, is supported by the survey data. However, several STS elements need to be reviewed for possible proficiency-code revision due to the percentages of first-enlistment and/or 3-skill-level members performing the tasks matched to those STS elements. A complete analysis of the STS has been provided to the technical school for evaluation. The plan of instruction (POI) for the 3-skill-level course, dated 21 January 2003, was also analyzed. The POI should also be reviewed by technical training personnel to determine if revisions are warranted.
- 5. Job Satisfaction Analysis:** In general, job satisfaction among most AFSC 2M0X2 personnel was good. Vehicle Support IJ members expressed low job interest, poor use of talents, and dissatisfaction with their sense of accomplishment. Members in the Launch Operations Job (100%) found their job interesting, thought their talents were being well utilized, found a sense of accomplishment in the job, and

plan to reenlist. Reenlistment intentions for majority of sample (i.e., members in the General Missile Maintenance Cluster) were high (79%).

6. Retention Dimensions: Members in the three TAFMS groups (1-48 months' TAFMS, 49-96 months' TAFMS, and 97+ months' TAFMS) agreed on several factors potentially influencing their decision to reenlist or separate. Retirement benefits was the top reason first-enlistment and career airmen are reenlisting. Job security was identified for airmen with 49-96 months' TAFMS as the top reason for reenlisting. Pay and allowances, medical or dental care for AD member, and medical or dental care for family members were major influences on reenlistment for members of the 49-96 months' TAFMS group. Among the top factors for reenlistment for all three TAFMS groups was retirement benefits. The top reason for separation varied between the three TAFMS groups. First-enlistment members are separating due to location of present assignment; second-term airmen are separating due to civilian job opportunities; and career airmen are separating due to retirement benefits. Second-term and career airman both identified leadership, although at different levels, as a reason for separation.

INTRODUCTION

Air Force Occupational Measurement Squadron (AFOMS)

Occupational Analysis Program

Our mission is to provide occupational data for decision makers, allowing them to make informed personnel, training, and education decisions, based not on opinion and conjecture, but on empirical, quantitative data.

Survey Development Process

An occupational survey begins with a job inventory (JI) -- a list of all the tasks performed by members of a given Air Force specialty code (AFSC) as part of their actual career field work (that is, additional duties and the like are not included). We include every function that career field members perform by working with technical training personnel and operational subject-matter experts (SMEs) to produce a task list that is complete and understandable to the typical job incumbent. The SMEs write each task to the same level of specificity across duty areas, and no task is duplicated in the task list.

In addition to this comprehensive task list, job inventories include a number of background questions that deal with demographic information, job satisfaction, equipment usage, and any other area that our customers, such as career field managers (CFMs) and technical school personnel, may request.

Furthermore, the JI is only one of the survey instruments that AFOMS produces. The JI task list is used in creating several other surveys that are important for developing and refining career field training programs and for developing career field promotion tests; these surveys and how their results are used will be described later in this report.

Survey respondents are asked to examine all tasks in the JI and select each task that they perform in their present job. They are then asked to rate each task they chose on a scale of 1 to 9 according to how much relative time they spend performing that task in their present job, compared to all the other tasks in the inventory. These ratings are converted into estimates of actual relative job time spent performing each task.

Survey Analysis

Survey responses are processed using a set of computer programs called the Comprehensive Occupational Data Analysis Programs (CODAP). We are able to calculate some important basic information about each task from the information that respondents provide in the JI: the percent members performing (PMP) and the percent time spent (PTS). CODAP forms groups of survey respondents according to the similarity of their task performance, and our analysts study these groupings to identify distinct jobs. Further, we can provide PMP and PTS information for any subgroup. For

example, we can easily determine the percent of E-5s or 3-skill-level or first-term

airmen who perform each task, and estimate the average amount of job time they spend performing it. This is important because many of the applications of our data target particular subgroups within the career ladder.

Uses of Survey Data

Survey results are formally reported in an **occupational survey report (OSR)**. The OSR is by no means the only product of an occupational survey study. The OSR provides a high-level "snapshot" of an entire AFSC in a compact package, but it is not intended to provide the comprehensive information needed to support important decisions about a career field. That is the purpose of "data extracts," which are comprehensive, detailed sets of CODAP-generated reports designed for particular applications.

The Training Extract -- AFOMS survey data are essential to technical training personnel. The training extract provides information about what career ladder incumbents are actually doing in their jobs at each stage of their career, along with supporting information regarding when and how members should be trained to perform their jobs. The data found in the training extract regarding first-term and 3-skill-level members are the *primary source of empirical information* available to support such decisions.

In addition to the JI, AFOMS produces two other surveys that directly support the training community. Depending on the size of the career ladder, a sample of at least 50 (and frequently 100 or more) 7-skill-level craftsmen is selected to complete a training emphasis (TE) survey. A similar-sized sample of other 7-skill-level craftsmen is selected to complete a task difficulty (TD) survey.

The TE survey, like the JI, contains the complete career ladder task list, and, like the JI, respondents are asked to rate tasks on a 1 to 9 scale (tasks not rated by the respondent are assigned a "0" rating). Unlike the JI, however, respondents are asked to rate tasks based on how much emphasis they believe should be placed on that task for entry-level structured training. A "1" rating indicates the respondent's belief that very little emphasis be placed on providing structured training on that task. A rating of "9" indicates that it is essential to provide structured training on the task. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The responses of the entire sample of raters are averaged for each task, and the result is a TE rating for each task.

The TD survey also contains the full task list and requests that respondents rate each task *with which they are familiar* on a scale of 1 to 9 ("1" is low, "9" is high), but this time respondents are asked to rate the amount of time needed to learn to perform that task satisfactorily. In other words, as the name implies, TD is an indicator of how difficult the task is perform. The average TD rating for each task in the inventory is standardized with a mean rating of 5.0 and a standard deviation of 1.0.

When used in conjunction with the PMP and PTS for first-enlistment members, average TE and TD ratings provide insight into the appropriate training requirements for new personnel in the career ladder. These four indices (PMP, PTS, TE, and TD) are used to compute a composite index, the automated training indicator (ATI), for each task. The ATI expresses, in a single number between 1 and 18, the most appropriate training setting and approach for providing training for that task. ATIs allow training developers to quickly focus attention on those tasks that are most likely to qualify for resident course consideration. Further information concerning TE and TD ratings and ATIs for the entire task list can be found in the training extract that accompanies this OSR.

The major users of training extract information are attendees at utilization and training workshops (U&TWs). The U&TW is a summit of representative career ladder, training, and classification leaders who evaluate current training efficiency and effectiveness in order to propose and approve changes to the specialty training standard (STS) or course training standard (CTS), particularly with regard to 3-skill-level training, and to address utilization issues. The AFSC's job description in Attachment 6 of AFMAN 36-2108, *Enlisted Classification*, is also reviewed and appropriately revised in light of the survey data to reflect the jobs being performed by the career ladder members.

Part of the process of compiling the training extract involves the *STS matching* process, during which technical school personnel match JI tasks to STS elements; that is, they tell us what particular task or tasks correspond to each STS element when it is covered in training. This is especially useful when STS performance codes are being reviewed for the 3-skill-level course. For example, the U&TW attendees might be asked to consider adding a task performance code to an STS element that previously has been trained only to a knowledge level. JI, TE, and TD data, combined in the form of the ATI, are important in determining the appropriate proficiency code. Separate training extracts are produced for active duty (AD), Air National Guard (ANG), and Air Force Reserve Component (AFRC) members.

The Specialty Knowledge Test (SKT) Extract -- AFOMS survey data are key to ensuring that SKTs are valid. SKTs are an important part of the Weighted Airman Promotion System (WAPS). Since an airman's test score is frequently the deciding factor in determining who is promoted, SKTs must be valid, fair, and credible.

In terms of SKTs, *valid* means that every question on the test is tied to a task which has been shown to be important to successful performance in the specialty. This tie is crucial to documenting the validity of SKT content.

AFOMS surveys provide test writers with information on the PMP, PTS, TD, and TE. This information is combined to produce a composite index called the predicted testing importance (PTI). Those tasks that are rated highest in PTI are ones that tend to be high in all four of our primary indices -- PMP, PTS, TD, and TE -- exactly the kinds of tasks that one would generally consider job-essential and that should form the basis for test questions. PTI information is used for minor test revisions; how it is used will be explained shortly.

Field-validated testing importance (FVTI) data are produced for major test revisions. Approximately 6 months before the start of test development, a sample of 100 senior career field NCOs is sent a survey containing a list of the 150-200 tasks rated highest in PTI. Respondents are asked to provide a 1-7 rating ("1" is low, "7" is high) of how important they believe it is to include a question concerning that task on the SKT. The responses are averaged for each task, yielding the FVTI index -- a direct measure of the opinions of career field experts as to what constitutes "job-essential" knowledge.

PTI and FVTI information is included in the SKT extract, which is specifically tailored for use by the SKT teams who come to AFOMS to write the promotion examinations. Two sets of reports are prepared -- one set uses only data for E-5s and the other uses combined data for E-6s and E-7s. Each report gives the SKT team information on every task's PMP, PTS, and PTI, and, for major test revisions, FVTI data. Occupational survey data are thus the only objective source of information available to the team regarding how to make the test they write meet legal requirements for validity and fairness.

The Analysis Extract -- The analysis extract is an archive of all the data collected in the course of a study that are not incorporated into one of the other extracts. We typically produce separate analysis extracts for AD and ANG/AFRC members. The analysis extract is usually an enormous document, a compilation of the many reports that "slice and dice" the data in virtually every potentially useful way. Just about any question anyone has regarding career ladder work, personnel, or training and utilization issues can be answered by consulting one or another of the reports in the analysis extract.

The OSR -- The OSR captures survey data and analysis both in breadth and depth. For ease of reading, the first half of the OSR concentrates on breadth with compelling factors and implications across the specialty. Tables following the narrative show depth with regard to these factors and implications. Where appropriate, highlights of the tables are contained in the body.

OCCUPATIONAL SURVEY REPORT (OSR)
MISSILE AND SPACE SYSTEMS MAINTENANCE
(AFSC 2M0X2)

This is a report of an occupational survey of the Missile and Space Systems Maintenance career ladder, conducted by the Occupational Analysis Flight, AFOMS. The OSR reports the findings of current data that are available for use in guiding the development and evaluation of training and support planned changes within this career ladder. In addition, the data are used to support SKT development. The previous OSR was completed in April 2000.

Career Ladder Background

According to the specialty description in AFMAN 36-2108, *Enlisted Classification*, dated 30 April 2003, personnel in the Missile and Space Systems Maintenance career ladder: service and maintain, or supervise these actions, on missiles, unmanned air vehicles (UAV), boosters, payloads, research and development (R&D) systems, environmental blast doors and valves, associated subsystems, components, and support equipment (SE). Missile and Space System personnel also launch, track, and recover UAVs as well as operate and maintain related equipment. In addition, personnel design R&D systems and perform acquisition and activation activities.

The initial technical training school for this AFSC is located at Vandenberg AFB CA. The V3ABR2M032 000, Missile and Space Systems Maintenance Apprentice Course is 63 days long and provides graduates with the knowledge and skills for the following principles and activities:

- General instruction on operating and maintaining hydraulic, pneumatic, electrical, and mechanical systems involved in handling, transporting, installing, and removing missiles, missile guidance sections, reentry systems, and associated equipment
- Training is provided on technical orders, inspection and maintenance records, manuals, directives, and other maintenance publications

Entry into AFSC 2M0X2 requires an Armed Forces Vocational Aptitude Battery (ASVAB) “mechanical” score of 44 and a strength requirement of “N” (weight lift of 100 pounds). For entry into this specialty, members must have normal color vision as defined in AFI 48-123, *Medical Examinations and Standards*. For entry, award, and retention, personnel must have no record of emotional instability. In addition, because this specialty requires routine access to Top Secret material or similar environment, a Single Scope Background Investigation (SSBI) must be completed according to AFI 31-501, *Personnel Security Program Management*, for award and retention of this AFSC. Award of the 3-skill level without a completed SSBI is authorized provided an interim SSBI has been granted according to AFI 31-501. Finally, this AFSC is not open to non-United States citizens but is open to United States nationals.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF job inventory (JI) occupational survey study number (OSSN) 2522, dated August 2002. During the development of the comprehensive task list, 25 subject-matter experts from 4 operational bases and 1 training unit were interviewed. The survey requested such standard background information as: base of assignment; command of assignment; total active federal military service (TAFMS), time in career field (TICF), and time in present job (TIPJ); job title; work or functional area; paygrade; sense of accomplishment gained from work; job satisfaction; and reenlistment intentions. Additional background items concerned: the work schedule; number of days TDY; number of missile dispatches during past 12 months; systems maintained; participation as a Minuteman III missile maintenance team (MMT) team chief or team member, Minuteman III missile handling team (MHT) team chief or team member, Peacekeeper MMT team chief or team member, or Peacekeeper MHT team chief or team member; attendance at technical school within past 5 years; level of satisfaction with technical school training; and level of satisfaction with apprentice-level members' training. The inventory listed 974 tasks grouped under 20 duty headings. (The complete task list is available on the CD containing the products from this study.)

<u>BASE</u>	<u>REASON FOR VISIT</u>
Vandenberg AFB CA	Technical training school
576 th Flight Test Squadron	Identifies missile system requirements, demonstrates war-fighting capabilities, and validates missile system improvements and upgrades
2 nd Space Launch Squadron	Conducts launch operations from the Western Range
FE Warren AFB WY	Performs Minuteman II and Peacekeeper duties
Cape Canaveral AFS FL	Performs Eastern space launch duties
Kirtland AFB NM	Conducts research and development

AFSC 2M0X2 Survey Administration

From August to November 2002, survey control monitors at the technical training school and operational bases administered the inventory to all eligible DAFSC 2M032, 2M052, and 2M072 AD personnel. Members ineligible to take the survey included the following: (1) hospitalized members; (2) members in transition for a permanent change of station; (3) members retiring within the time the inventories were administered to the field; and (4) members who had been in their present jobs for less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Survey Sample

The data on survey returns were examined to ensure that the final sample reflected an accurate representation across major commands (MAJCOMs), paygrades, and skill levels. [Table 1](#) displays the distribution of the survey sample by MAJCOM, while [Table 2](#) displays the survey distribution by paygrade groups. [Table 3](#) displays the final sample distribution by skill level. [Table 4](#) displays the component characteristics for the AD members in the final sample.

TABLE 1

MAJCOM REPRESENTATION OF SAMPLE

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AFSPC	88	93
AFMC	4	4
AETC	4	3
DTRA**	2	0
OTHER***	1	0
TOTAL ASSIGNED*		744
TOTAL ELIGIBLE ****		660
TOTAL SURVEYS MAILED		652
TOTAL SAMPLE		372
PERCENT OF ASSIGNED IN SAMPLE		50%
PERCENT OF ELIGIBLE IN SAMPLE		56%
PERCENT OF MAILED IN SAMPLE		57%

* As of Aug 02

** Defense Threat Reduction Agency

***Highest percentages in "Other" include: Air Combat Command; Air Mobility Command; AF Operational Test and Evaluation Center; and AF Elements

****Ineligibility defined as: hospitalized members; members in transition for a permanent change of station; members retiring within the time the inventories were administered to the field; and members who had been in their present jobs for less than 6 weeks.

Note: Columns may not add up to 100% due to rounding

TABLE 2
PAYGRADE DISTRIBUTION OF SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-1 – E-2	4	1
E-3	17	12
E-4	15	16
E-5	30	37
E-6	22	23
E-7	12	12

* As of Aug 02

Note: Columns may not add to 100% due to rounding

TABLE 3
SKILL-LEVEL DISTRIBUTION OF SAMPLE

<u>SKILL LEVEL</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
2M032	27	20
2M052	45	57
2M072	27	23

*As of Aug 02

Note: Columns may not add to 100% due to rounding

TABLE 4
COMPONENT CHARACTERISTICS

	<u>TOTAL</u>
ASSIGNED*	<u><u>AD</u></u> 744
SURVEYED	652
SAMPLE	372
% OF SURVEYED	57%

*As of Aug 02

The command, paygrade, and skill-level distributions of the survey sample differ slightly from the percent assigned. In the final sample, the 5-skill-level percentage is 12% higher and the 3-skill-level

percentage is 7% lower; as a result, there appears to be an overrepresentation of the 5-skill levels and an underrepresentation of the 3-skill levels.

AFSC 2M0X2 SPECIALTY JOBS

The first step in the analysis process is to identify the career ladder structure in terms of the jobs performed by the respondents. CODAP creates an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings. Human analysis of the final output, aided by additional measures of similarities and differences between groups, determines the final job structure of the career field as described below.

The basic group used in the hierarchical clustering process is the **Job**. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a **Cluster**. Jobs not falling within any cluster are identified as **Independent Jobs (IJs)**. The structure of the career ladder is then defined in terms of clusters, jobs, and independent jobs. The job structure resulting from this grouping process (the various jobs within the AFSC) can be used to evaluate the changes that have occurred in the AFSC since the previous OSR. It can also be used to guide future changes in the AFSC. The above terminology will be used in the discussion of the AFSC 2M0X2 career ladder.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, three clusters and five independent jobs were identified within the Missile and Space Systems Maintenance career ladder. [Figure 1](#) displays this job structure. [Table 5](#) displays the relative percent time spent on duty areas by specialty clusters and jobs. A written outline of the job structure follows. The stage (STG) number shown beside each title refers to computer-generated tracking information of no importance to the reader. The letter “N” represents the number of members in each group. [Tables A7-A14](#) (in the Appendix) provide detailed descriptions of the clusters, jobs, and IJs listed below. In addition, the tables display some distinguishing tasks performed by members of jobs identified within clusters. Demographic information is displayed in [Table 6](#).

- I. TRAINING IJ (STG 54, N=8)
- II. EQUIPMENT CONTROL AND SUPPORT IJ (STG 50, N=16)
- III. SUPERVISION IJ (STG 28, N=59)
- IV. MAINTENANCE CONTROL CLUSTER (STG 44, N=28)
 - A. Launch Vehicle Job (STG 74)
 - B. Propulsion Job (STG 81)

- V. VEHICLE SUPPORT IJ (STG 83, N=7)
- VI. GENERAL MISSILE MAINTENANCE CLUSTER (STG 26, N=121)
 - A. General Missile Maintenance Job (STG 92)
 - B. Destruct Ordnance Job (STG 93)
 - C. Peacekeeper Maintenance Job (STG 47)
 - D. Launch Operations Job (STG 118)
- VII. MISSILE HANDLING AND TRANSPORT IJ (STG 80, N=36)
- VIII. MISSILE SUPPORT CLUSTER (STG 23, N=51)
 - A. Mechanical Support Job (STG 153)
 - B. Pneudraulics Job (STG 122)

The military members forming these jobs and clusters account for 88% of the survey sample. The remaining 12% were performing tasks or series of tasks that did not group with any of the defined jobs. Job titles given by respondents of these personnel include: CDC Writer; Missile Maintenance Team (MMT) Site Supervisor; Complex Duty Officer; Personnel Reliability Program (PRP) and Security Manager; Research and Development (R&D) Missile Mechanic; Spacecraft Maintenance Controller; Field Engineer; Lab Personnel; Code Controller; Missile Handling Team (MHT) Member; and NCOIC, Range Operations.

AFSC 2M0X2, MISSILE AND SPACE SYSTEMS MAINTENANCE
SPECIALTY JOBS
(N=372)

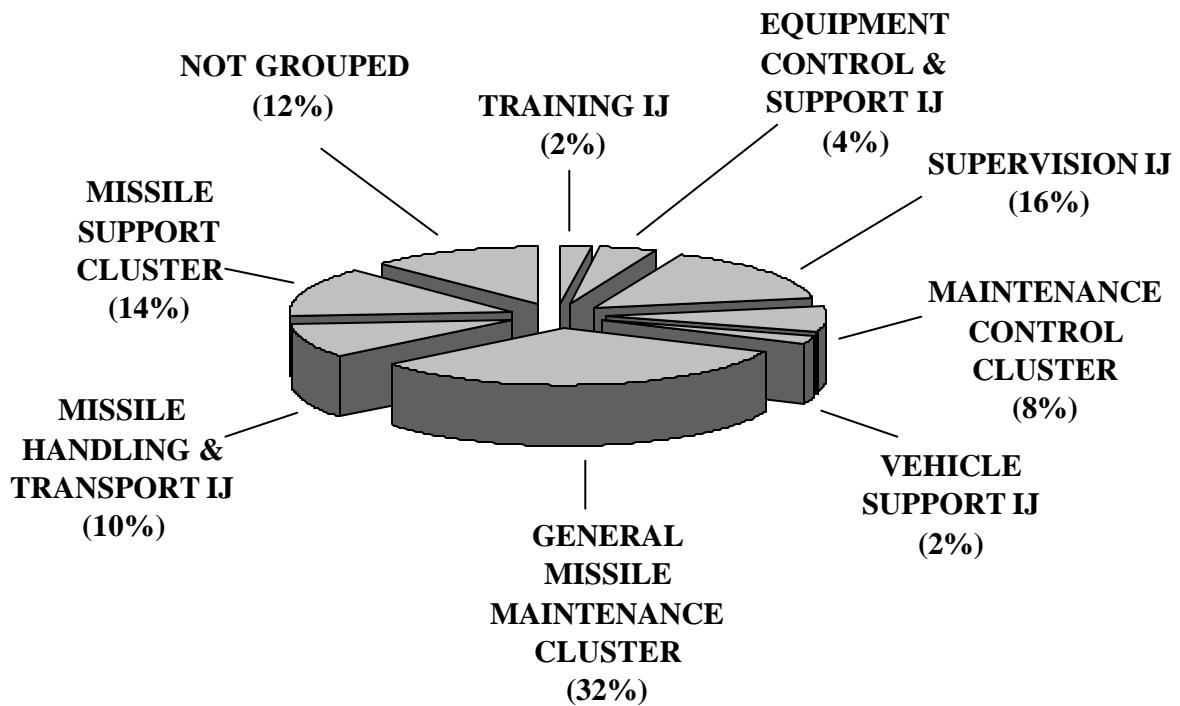


FIGURE 1

**JOBS WITHIN THE MAINTENANCE CONTROL CLUSTER
(N=28)**

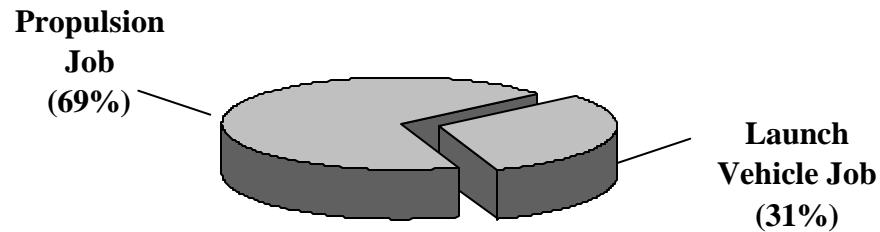


FIGURE 1A

**JOBS WITHIN THE GENERAL MISSILE MAINTENANCE CLUSTER
(N=121)**

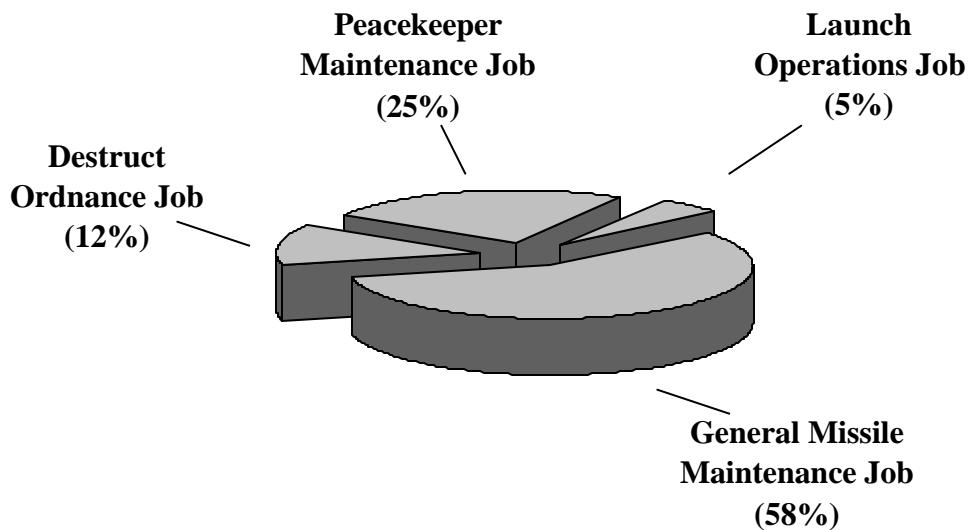


FIGURE 1B

**JOBS WITHIN THE MISSILE SUPPORT CLUSTER
(N=51)**

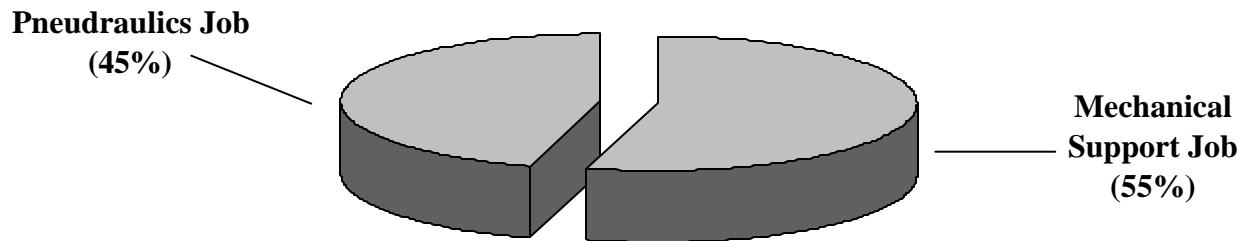


FIGURE 1C

TABLE 5
RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

DUTIES	MAINT CONTROL CLUSTER					
	TNG II (STG 54) (N=8)	EQUIP CONTROL & SPT LJ (STG 50) (N=16)	SUPV LJ (STG 28) (N=59)	MAINT CONTROL CLUSTER (STG 44) (N=28)	Launch Vehicle Job (STG 74) (N=8)	Propulsion Job (STG 81) (N=18)
A PERFORMING GENERAL MISSILE MAINTENANCE ACTIVITIES	4	12	6	1	2	*
B PERFORMING MISSILE HANDLING & TRANSPORT ACTIVITIES	0	1	1	*	0	0
C PERFORMING MISSILE MAINTENANCE SUPPORT ACTIVITIES	0	1	1	*	0	*
D PERFORMING VEHICLE AND EQUIPMENT CONTROL ACTIVITIES	0	20	3	1	0	*
E PERFORMING MISSILE PNEUDRAULICS ACTIVITIES	0	1	*	*	0	0
F PERFORMING DESTRUCT ORDNANCE ACTIVITIES	0	0	*	*	0	0
G PERFORMING GENERAL LAUNCH ACTIVITIES	1	4	5	32	66	20
H PERFORMING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES	0	0	*	12	2	16
I PERFORMING LAUNCH VEHICLE (LV) MECHANICAL ACTIVITIES	0	0	*	10	2	12
J PERFORMING LAUNCH VEHICLE (LV) ELECTRICAL ACTIVITIES	0	0	*	4	1	5
K PERFORMING LAUNCH VEHICLE (LV) FACILITIES ACTIVITIES	0	0	*	6	10	5
L PERFORMING SOLID ROCKET MOTOR UPGRADE (SRMU) ACTIVITIES	0	0	*	4	1	7
M PERFORMING PROPULSION ACTIVITIES	*	1	*	16	4	22
N PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES	0	0	*	*	0	*
O PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES	0	0	0	0	0	0
P PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	4	8	1	1	1
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	10	3		2	2	2
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	38	7	1	*	1
S PERFORMING TRAINING ACTIVITIES	73	1	11	2		3
T PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	9	16	50	8	8	7

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (Continued)
RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

DUTIES	GENERAL MISSILE MAINTENANCE							MSL HNDL & TRNS	
	<u>CLUSTER</u>								
	VEH SPT	GEN MISSILE MAINT CLUSTER	Gen Missile Maint Job	Destruct Ordnance Job	PK Maint Job	Launch Op Job			
	(STG 83) (N=7)	(STG 26) (N=121)	(STG 92) (N=65)	(STG 93) (N=14)	(STG 47) (N=28)	(STG 118) (N=6)			
A PERFORMING GENERAL MISSILE MAINTENANCE ACTIVITIES	83	68	84	49	46	24	26		
B PERFORMING MISSILE HANDLING & TRANSPORT ACTIVITIES	0	9	2	5	28	13	46		
C PERFORMING MISSILE MAINTENANCE SUPPORT ACTIVITIES	4	4	3	1	11	1	2		
D PERFORMING VEHICLE AND EQUIPMENT CONTROL ACTIVITIES	6	2	2	1	2	1	4		
E PERFORMING MISSILE PNEUDRAULICS ACTIVITIES	1	1	1	1	1	*	4		
F PERFORMING DESTRUCT ORDNANCE ACTIVITIES	0	4	*	26	1	19	*		
G PERFORMING GENERAL LAUNCH ACTIVITIES	3	2	1	2	2	18	2		
H PERFORMING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES	0	*	*	*	*	1	*		
I PERFORMING LAUNCH VEHICLE (LV) MECHANICAL ACTIVITIES	0	*	*	*	*	4	0		
J PERFORMING LAUNCH VEHICLE (LV) ELECTRICAL ACTIVITIES	0	*	*	*	*	4	0		
K PERFORMING LAUNCH VEHICLE (LV) FACILITIES ACTIVITIES	0	*	*	*	*	2	*		
L PERFORMING SOLID ROCKET MOTOR UPGRADE (SRMU) ACTIVITIES	0	*	*	0	0	*	*		
M PERFORMING PROPULSION ACTIVITIES	0	*	*	*	*	*	*		
N PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES	0	*	*	0	*	1	0		
O PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES	0	0	0	0	0	0	0		
P PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	0	*	*	1	1	1	1		
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	1	1	1	1	2	2		
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	1	1	2	1	2	5		
S PERFORMING TRAINING ACTIVITIES	0	2	2	2	3	1	3		
T PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	0	3	2	6	3	5	3		

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (Continued)**RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS**

DUTIES	MISSILE SUPPORT CLUSTER CLUSTER (STG 23) (N=51)	MISSILE SUPPORT CLUSTER		
		Mechanical Support Job (STG 153) (N=24)	Pneudraulics Job (STG 122) (N=20)	
A PERFORMING GENERAL MISSILE MAINTENANCE ACTIVITIES	22	23	18	
B PERFORMING MISSILE HANDLING & TRANSPORT ACTIVITIES	1	2	1	
C PERFORMING MISSILE MAINTENANCE SUPPORT ACTIVITIES	36	55	12	
D PERFORMING VEHICLE AND EQUIPMENT CONTROL ACTIVITIES	3	3	2	
E PERFORMING MISSILE PNEUDRAULICS ACTIVITIES	23	2	50	
F PERFORMING DESTRUCT ORDNANCE ACTIVITIES	*	*	*	
G PERFORMING GENERAL LAUNCH ACTIVITIES	1	2	1	
H PERFORMING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES	*	*	0	
I PERFORMING LAUNCH VEHICLE (LV) MECHANICAL ACTIVITIES	0	0	0	
J PERFORMING LAUNCH VEHICLE (LV) ELECTRICAL ACTIVITIES	0	0	0	
K PERFORMING LAUNCH VEHICLE (LV) FACILITIES ACTIVITIES	*	0	0	
L PERFORMING SOLID ROCKET MOTOR UPGRADE (SRMU) ACTIVITIES	*	0	0	
M PERFORMING PROPULSION ACTIVITIES	*	*	*	
N PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES	*	*	*	
O PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES	1	*	3	
P PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	2	3	1	
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	1	1	
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	2	
S PERFORMING TRAINING ACTIVITIES	3	3	4	
T PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	4	4	4	

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 6
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	TRAINING LJ (STG 54)	EQUIP CONTROL & SPT LJ (STG 50)	SUPV LJ (STG 28)	MAINT CONTROL CLUSTER (STG 44)	MAINTENANCE CONTROL <u>CLUSTER</u>	VEHICLE SUPPORT LJ (STG 83)
NUMBER IN CLUSTER AND JOBS	8	16	59	44		7
PERCENT OF SAMPLE	2%	4%	16%	8%		2%
PERCENT ASSIGNED OVERSEAS	13%	13%	0%	0%	0%	14%
<u>DAFSC DISTRIBUTION:</u>						
2M032	0%	38%	0%	0%	0%	57%
2M052	88%	56%	37%	61%	63%	56%
2M072	13%	6%	63%	39%	38%	44%
<u>GRADE</u>						
E-2 - E-3	13%	44%	0%	0%	0%	57%
E-4	0%	19%	2%	0%	0%	14%
E-5	75%	19%	22%	32%	50%	22%
E-6	13%	13%	37%	46%	38%	50%
E-7	0%	6%	39%	21%	13%	28%
AVG MONTHS TAFMS (AD)	123 Mos	88 Mos	188 Mos	175 Mos	164 Mos	184 Mos
PERCENT IN FIRST ENLISTMENT (AD)	13%	57%	0%	0%	0%	71%
<u>PERCENT SUPERVISING</u>						
AVERAGE NUMBER OF TASKS PERFORMED	12%	37%	83%	32%	37%	28%
PREDOMINANT AD MAJCOM	19	23	43	103	49	129
	AFSPC	AFSPC	AFSPC	AFSPC	AFSPC	AFSPC

Note: Columns may not add up to 100% due to rounding

TABLE 6 (Continued)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

<u>GENERAL MISSILE MAINTENANCE CLUSTER</u>						
	GEN MISSILE MAINT CLUSTER (STG 26)	General Missile Maint Job (STG 92)	Destruct Ordnance Job (STG 93)	Peacekeeper Maintenance Job (STG 47)	Launch Operations Job (STG 118)	MISSILE HANDLING & TRANSPORT IJ (STG 80)
NUMBER IN CLUSTER AND JOBS		121				36
PERCENT OF SAMPLE		32%				10%
PERCENT ASSIGNED OVERSEAS		4%	3%	7%	0%	11%
<u>DAFSC DISTRIBUTION:</u>						
2M032		31%	35%	0%	39%	0%
2M052		57%	55%	86%	46%	83%
2M072		12%	9%	14%	14%	17%
<u>GRADE</u>						
E-2 - E-3		17%	18%	25%	0%	0%
E-4		24%	26%	14%	32%	0%
E-5		39%	42%	71%	21%	17%
E-6		17%	14%	7%	14%	67%
E-7		3%	0%	7%	7%	17%
AVG MONTHS TAFMS (AD)	93 Mos	82 Mos	125 Mos	84 Mos	175 Mos	97 Mos
PERCENT IN FIRST ENLISTMENT (AD)	32%	38%	0%	42%	0%	25%
PERCENT SUPERVISING	30%	29%	50%	18%	33%	28%
AVERAGE NUMBER OF TASKS PERFORMED	94	81	141	112	109	71
PREDOMINANT AD MAJCOM	AFSPC	AFSPC	AFSPC	AFSPC	AFSPC	AFSPC

Note: Columns may not add up to 100% due to rounding

TABLE 6 (Continued)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	<u>MISSILE SPT CLST (STG 23)</u>	<u>Mechanical Support Job (STG 153)</u>	<u>Pneudraulics Job (STG 122)</u>
NUMBER IN CLUSTER AND JOBS	51		
PERCENT OF SAMPLE	14%		
PERCENT ASSIGNED OVERSEAS	6%	0%	10%
<hr/>			
<u>DAFSC DISTRIBUTION:</u>			
2M032	20%	29%	5%
2M052	69%	63%	75%
2M072	12%	8%	20%
<hr/>			
<u>GRADE</u>			
E-2 - E-3	10%	12%	0%
E-4	25%	38%	10%
E-5	45%	33%	60%
E-6	16%	13%	25%
E-7	4%	4%	5%
AVG MONTHS TAFMS (AD)	105 Mos	91 Mos	132 Mos
PERCENT IN FIRST ENLISTMENT (AD)	28%	38%	10%
<hr/>			
PERCENT SUPERVISING	43%	46%	50%
AVERAGE NUMBER OF TASKS PERFORMED	112	94	148
PREDOMINANT AD MAJCOM	AFSPC	AFSPC	AFSPC

Note: Columns may not add up to 100% due to rounding

Comparison of Current Specialty Jobs to Previous Survey

The previous study included AFSC 2M0X2/A personnel. The current study specialty job descriptions were compared to the previous study. Jobs in which AFSC 2M0X2/A members were identified in 2000 study were also identified in the current study. Review of the current study's present job titles and systems maintained along with the previous study's narrative of duties performed was instrumental in identifying specialty jobs between the current and previous study. Some examples are listed below:

- In the 2000 study, a Quality Assurance Inspector Job within the Management/Supervisory Cluster was identified. In the current study, members performing the same or similar tasks were identified in the Supervision IJ
- In the 2000 study, the work performed in the Space Systems Compliance Cluster was identified in the Maintenance Control Cluster in the current study. A Launch Vehicle Job and Propulsion Job were identified in both studies. Tasks performed in both jobs included ensuring compliance with: contractor test procedures; anomaly or problem resolution or troubleshooting procedures; launch constraint documents; and propellant or cryogenic system components
- In the 2000 study, the work performed in the Minuteman Maintenance Job was identified in the General Missile Maintenance Job in the current study. Personnel in both jobs performed the same tasks. Upon review of data, both jobs identified that members maintained the Minuteman missile

Overall, the jobs identified and tasks performed within those jobs of the AFSC 2M0X2 career ladder have not changed much since the previous study. In the current study, members were grouped in more defined IJs rather than in broad clusters in the 2000 study. [Table A15](#) shows the clusters and jobs identified in this study compared to the previous study conducted in 2000.

SKILL AND EXPERIENCE ANALYSIS

An analysis of DAFSC groups in conjunction with the analysis of the career ladder structure is an important part of each OSR. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108, *Enlisted Classification*, reflect what career ladder personnel are actually doing in the field.

	<u>Total Sample</u>
<u>Jobs</u>	
	Table A16 – Distribution of skill-level members across career ladder clusters and jobs:
	<ul style="list-style-type: none">• The majority of 3-skill-level members are performing tasks and responsibilities as described in the General Missile Maintenance Cluster (50%). These members are performing more mechanical duties such as: performing preoperational checks on forklifts, semi-trailers, or truck tractors; inventorying equipment, tools, parts, or supplies; and picking up, delivering, or storing equipment• The majority of 5-skill-level members were found performing tasks and activities in the General Missile Maintenance Cluster (32%). Members are performing more technical and training duties such as: adjusting, troubleshooting, repairing, and removing or replacing different components of the missile systems. Additional tasks include developing and procuring training materials and administering, scoring, and developing tests• The majority of 7-skill-level members can be found in the Supervision IJ (43%) followed by the General Missile Maintenance Cluster (17%). Members are counseling; providing orientation for new members; establishing work schedules and priorities; writing performance reports, awards, and decorations; and ensuring compliance with test procedures, documents, and operations of different parts of the missile systems
<u>Duties</u>	
	Table A17 – Time spent on duties by members of skill-level groups:
	<ul style="list-style-type: none">• Members at the 3- and 5-skill levels spend most of their time performing tasks in Duty A (Performing General Missile Maintenance Activities). Seven-skill-level personnel are spending the largest percentage of their time in Duty T (Performing Management and Supervisory Activities)• 3-skill-level members spend 56% of their time performing general missile maintenance duties compared to 5-skill levels who spend 35% of their time in the same duty area

- 5-skill-level members spend 35% of their time performing general missile maintenance duties compared to 7-skill levels who spend 14% of their time in the same duty area
- 7-skill-level members spend 34% of their time performing management and supervisory activities (Duty T), significantly more time than DAFSC 2M032 (<1%) and 2M052 (8%) members

Tasks

[Table A18](#) – Tasks performed by DAFSC 2M032 members:

- Tasks being performed by highest percentages of 3-skill-level members (55% and below) are general missile maintenance tasks. These tasks are and can be performed by all skill levels

[Table A19](#) – Tasks performed by DAFSC 2M052 members:

- Tasks being performed by highest percentages of 5-skill-level members are very similar to tasks being performed by 3-skill-level members. However, members start to distinguish themselves by performing training, administrative, and inspection tasks. Examples are: conducting on-the-job training (OJT); reviewing TO changes; and inspecting general or special purpose equipment

[Table A20](#) – Tasks performed by DAFSC 2M072 members:

- Tasks being performed by the highest percentages of 7-skill-level members have a heavy emphasis on management and supervisory activities (Duty T). Examples of these tasks include: participating in scheduling meetings; maintaining administrative files; determining training requirements; and evaluating progress of trainees

TRAINING ANALYSIS

Occupational survey data are a source of information that can assist in the development or evaluation of training programs for both entry-level and advanced members. In particular, the factors used to evaluate entry-level member training include the jobs that are being performed by first-enlistment personnel (1-48 months' TAFMS), the overall distribution of first-enlistment personnel across career ladder jobs, the percent of first-enlistment members who perform specific tasks, and ratings of relative training emphasis (TE) and task difficulty (TD).

As a matter of routine practice, AFOMS analysts attempt to provide career field managers with information on tasks in an inventory that should be emphasized in structured training. The analyst's goal is to achieve agreement amongst raters (i.e., interrater agreement) on tasks for TE and TD. These ratings allow for explicit application, adaptation, and inclusion of these JI tasks in structured training.

With TE and TD data, response ratings to tasks are analyzed to determine if there is agreement as to what should be required in structured entry-level training. A total of 41 TE inventories were used in the sample. Attempts were made to obtain agreement based on these 41 members. After extensive analysis, interrater agreement could not be reached on training emphasis.

A total of 40 TD inventories were used in the sample. Attempts were made to obtain agreement based on these 40 members. Again, after extensive analysis, interrater agreement could not be reached on task difficulty. Given the very broad nature inherent in missile and space systems maintenance, it is not unusual that interrater agreement was not achieved on either TE or TD factor data.

While the failure to achieve interrater agreement on TE and TD does not allow for the calculation of an automated training indicator, a listing of tasks with percent members performing that task provided the training community with an excellent viewpoint on what members are actually performing in the career field.

First-Enlistment Personnel (1-48 months' TAFMS)

N=86

Jobs

[Figure 2](#) – Distribution of first-enlistment personnel across specialty clusters and jobs:

- Comparison of first-enlistment personnel to the total sample (Figure 1) reveals that first-enlistment members are performing work as described in the General Missile Maintenance Cluster; the Equipment Control and Support IJ; and Missile Support Cluster
- Higher percentages of first-enlistment members are found in both of these clusters and the one IJ than by all survey members in the same clusters and IJ

Duties

[Table A21](#) – Relative time spent on duties:

- First-enlistment personnel are spending 54% of their time in Duty A (Performing General Missile Maintenance Activities); 11% in Duty C (Performing Missile Maintenance Support Activities); and 10% in Duty B (Performing Missile Handling and Transport Activities)

Tasks

[Table A22](#) – Representative tasks performed:

- The 86 members in the first-enlistment group perform an average of 68 tasks. The majority of first-enlistment members (56%) are operating maintenance and support truck hoists. Fifty-one percent of these individuals penetrate or exit launch facilities (LFs), such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs). Fifty percent of these airmen inspect launcher closure components
- The highest percentage of members (56%) performing any one task indicates the diversity of tasks performed by first-enlistment personnel. No task is performed by much more than 50% of the first-enlistment population

AFSC 2M0X2 FIRST-ENLISTMENT
PERSONNEL ACROSS SPECIALTY JOBS
(N=86)

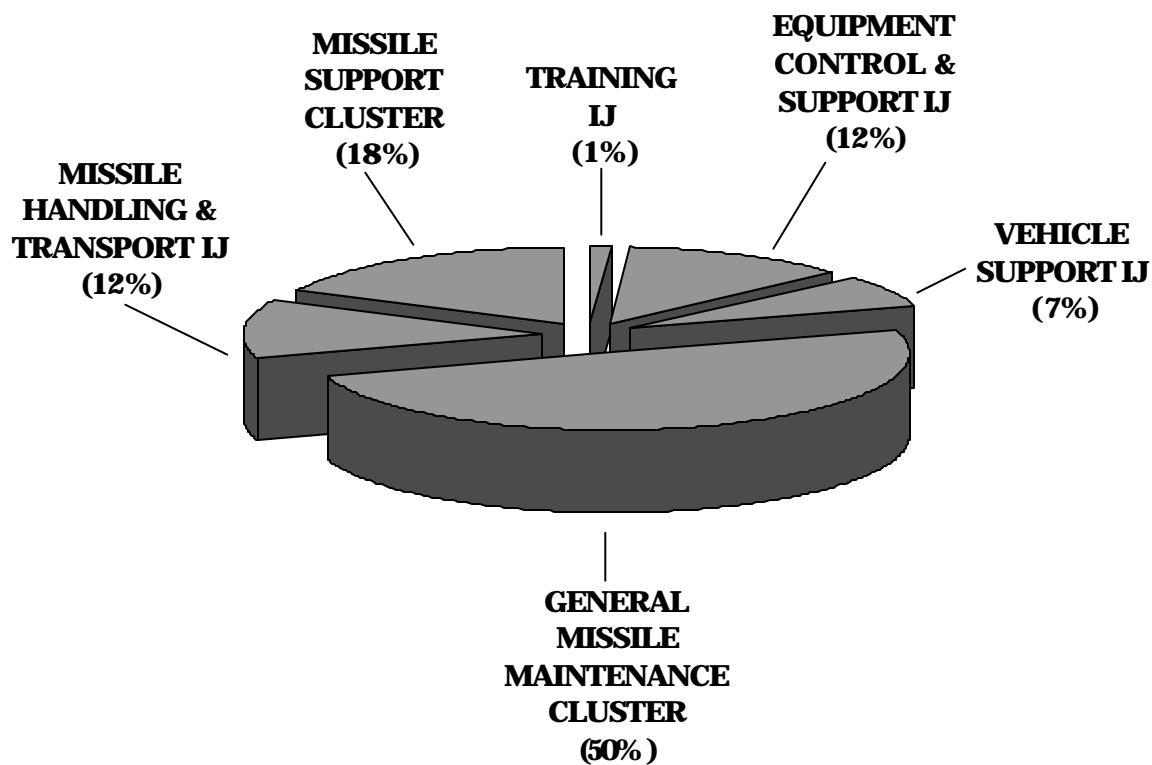


FIGURE 2

Specialty Training Standard (STS) Analysis

Technical school personnel from the 532nd Training Squadron (532 TRS), Vandenberg AFB CA, matched JI tasks to STS items. Per AETCI 36-2601, dated 14 July 1999, STS elements that are performed by at least 20% of members in appropriate skill-level groups, particularly first-enlistment (1-48 months' TAFMS) members or 3-skill-level members, should be included in the STS. Of course, these are not the only criteria for inclusion in the STS, and other rational considerations may argue against inclusion. Likewise, proficiency-coded elements matched to tasks with less than 20% performing in first-enlistment or 3-skill-level groups should be closely reviewed by SMEs for possible deletion from the STS, unless other considerations (such as mission criticality or criticality to a particular MAJCOM) argue for inclusion of these “unsupported items.” As stated above, several tasks not referenced to the STS with at least 20% of the first-enlistment or 3-skill-level members performing should be reviewed by training personnel for possible addition to the STS. Finally, several tasks with 20% or more members performing were matched to STS elements without proficiency codes. These STS elements should be reviewed for possible proficiency code revision.

Table A23 – STS elements not supported by survey data with less than 20% performing:

- There were numerous tasks coded at the 2b level and one task at the 3c level that were not supported by survey data. Examples include: performing self-tests on multipurpose continuity test sets; performing electrical bonding checks; and performing normal shutdown procedures on aerospace vehicle equipment (AVE) or operational ground equipment. STS element proficiency codes should be evaluated to see if elements require the current proficiency code or if they should be revised

Table A24 – Tasks performed by 20% or more members:

- Several tasks were being performed by 20% or more first-enlistment and 3-skill-level members but were not referenced to any STS element. Tasks with the highest percent first-enlistment members performing include: operating maintenance and support truck hoists (56%); operating missile electronic encryption devices (45%); inspecting general or special purpose equipment (45%); changing tires or wheels on general purpose vehicles (43%); and performing preoperational checks on general trailers or tractors (40%). A complete listing of tasks not referenced to the STS can be found at the end of the STS report in training extract; these tasks should be reviewed for possible addition to STS

Table A25 – STS elements without proficiency codes performed by 20% or more members:

- 14 STS elements without proficiency codes were matched to tasks that over 20% of first-enlistment and 3-skill-level personnel were identified. For example, STS element 61 (Ordnance systems) was matched to a task with 41% of first-enlistment members and 45% of the 3-skill levels performing. These 14 STS elements should be reviewed for possible proficiency code revision

Plan of Instruction (POI) Analysis

In addition to the STS, the POI for a course may also have unsupported objectives (included in the course but performed by few first-enlistment airmen.) Personnel from the 532 TRS also matched JI tasks to related training objectives in the POI for the entry-level course. POI blocks, units of instruction, and learning objectives were then compared to the standard set forth in AETCI 36-2601. This document indicates that tasks trained in the course but not performed by at least 30% of first-enlistment members should be considered for elimination from the course, unless other rational considerations argue for inclusion.

Table A26 – Examples of POI objectives not supported by survey data:

- There were several POI objectives not supported by survey data. The data showed that less than 30% percent of first-enlistment and 3-skill-level members were performing the tasks matched to those objectives. Examples include performing preoperational checks on air elevator support trailers (Task A0103) and operating air elevator control modules (Task B0209) which were matched to POI objective II.1.e. Task A0103 reported only 12% first-enlistment and 11% 3-skill-level members performing this task. Task B0209 reported 8% of both first-enlistment and 3-skill-level members performing. A complete listing of POI objectives and tasks matched to those objectives can be found in the POI report in the training extract; these POI objectives should be reviewed for possible revision

Table A27 – Examples of tasks not referenced to POI objectives with 30% or more members performing:

- Tasks identified as being performed by 30% or more first-enlistment members but not referenced to any POI objective include: operating maintenance and support truck hoists (56%); performing preoperational checks on hydraulic pusher sets (41%), and performing preoperational checks on general trailers or tractors (40%). A complete listing of tasks not referenced to the POI can be found at the end of the POI report in the training extract; these tasks should be reviewed for possible addition to POI

ANALYSIS OF MAJCOMS

Tasks and background data for personnel of MAJCOMs with the largest AFSC 2M0X2 populations were compared to determine whether job content varied as a function of command assignment (see [Table A28](#)). The majority of AFSC 2M0X2 personnel (88%) are assigned to AFSPC (N=346), and 36% of their time is spent in Duty A (Performing General Missile Maintenance Activities). The 15 personnel assigned to AFMC spent 21% of their time in Duty B (Performing Missile Handling and Transport Activities) and 19% of their time in Duty N (Performing General Research and Development Activities). The 10 members assigned to AETC spent 39% of their time in Duty S (Performing Training Activities) and 30% of their time in Duty T (Performing Management and Supervisory Activities). The general missile maintenance duties appear to be consistent across commands (see Table A28).

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. The survey included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions.

Job Satisfaction

Overall = Good

[Table A29](#) – Job satisfaction data by job groups identified in AFSC 2M0X2 SPECIALTY JOBS section of this report:

- Vehicle Support IJ members expressed low job interest and use of talents and were dissatisfied with their sense of accomplishment
- Reenlistment intentions for majority of sample (i.e., General Missile Maintenance Cluster) were high (79%)

[Table A30](#) displays job satisfaction data for the total AD sample. The results are summarized below:

- Job satisfaction ratings for members are good. Seventy-three percent are satisfied with their job, 74% found the job interesting, and 83% felt their talents were being utilized fairly well to perfectly

[Table A31](#) compares job satisfaction data for the current AFSC 2M0X2 OSR data and the 2000 AFSC 2M0X2/A survey. The results of the comparison are summarized below:

- Overall, job satisfaction ratings for the AFSC 2M0X2 members in the current study are slightly higher compared to the AFSC 2M0X2/A members in the previous study
- Reenlistment intentions for AFSC 2M0X2 airmen in the current study are higher compared to reenlistment intentions for the airmen in the 2000 study

Write-In Comments

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. A total of 188 comments were received from survey respondents. Fifty-one percent of the survey sample used the write-in feature to convey some type of information. No major deficiencies were evident. Many respondents used the write-in comments to provide information about themselves and their jobs.

Of the 188 write-in comments, 26% provided reasons for reenlisting or separating; 21% provided clarification on work or functional area or MAJCOM; and 17% provided information about their job title or provided explanations of work performed. No particular trends or areas of concern were evident.

RETENTION DIMENSIONS

JIs also routinely collect information about factors that affect reenlistment and separation decisions. That is, respondents who say that they are likely to reenlist at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to reenlist. Respondents who indicate that they are likely to separate at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to separate. The degree is indicated on a 3-point scale ranging from “slight influence” to “strong influence.”

Reenlistment

[Table A32](#) – Lists the 31 factors in the order they appeared in the survey. The percent selecting each factor and the average rating for each factor by TAFMS group based on how much each factor may influence their decision to reenlist are also shown:

- Top five reasons members may choose to reenlist based on the highest percentages selecting each factor are listed in Table A32
- Retirement benefits were the top reason first-enlistment and career airmen are reenlisting and the second reason for second-term airmen. Job security was identified for airmen with 49-96 months’ TAFMS as the top reason for reenlisting and was the second reason for the career airmen
- Medical or dental care for AD member or medical or dental care for family members were major influences on reenlistment for all of the TAFMS groups

Separation

[Table A33](#) – Displays the percentage of the members for each TAFMS group indicating that their plans to separate may be influenced by each factor as well as the average ratings by TAFMS group for the 31 factors based on the influence each factor may have on the respondents’ decisions to separate:

- Top five reasons members in each TAFMS group may choose to separate based on the highest percentages selecting each factor are listed in Table A33
- The top reason for separation varied between the three groups. First-enlistment members are separating due to location of present assignment; second-term airmen are separating due to civilian job opportunities; and career airmen are separating due to retirement benefits

- Civilian job opportunities, pay and allowances, and location of present assignment were factors affecting both first- and second-term airmen in their decision to separate from the Air Force
- Medical/dental care for family members was a factor for second-term and career airmen in their decision to separate from the Air Force
- Second-term and career airman both identified leadership, although at different levels, as a reason for separation. Review of write-in comments identified several other factors influencing members' decision to separate. These factors include: lack of freedom to move from one job to another; commissioning opportunities; lack of programs geared toward single airmen; and denial to cross train

SPECIAL ANALYSIS

Additional background questions were added at the request of the technical training school. The following are the results of those background questions as indicated by the AD total sample:

- Organizational level and schedule worked: 46% of personnel are assigned at the squadron level and 58% are working day shift
- Number of missile dispatches during past 12 months: 41% reported no dispatches; 20% reported 10 or less; and 16% reported 50 or more dispatches
- Days spent TDY: 81% spent 30 days or less TDY and 12% spent 31-59 days' TDY
- Systems maintained: 53% maintained the Minuteman III; 13% maintained the Peacekeeper missile; and 9% maintained space launch vehicles
- Minuteman III missile maintenance team (MMT) chief or team member: 24% reported yes; 30% reported no; and 46% did not respond to the question
- Minuteman III missile handling team (MHT) chief or team member: 7% reported yes; 24% reported no; and 69% did not respond to the question
- Peacekeeper MMT team chief or team member: 8% reported yes; 5% reported no; and 87% did not respond to the question
- Peacekeeper MHT team chief or team member: 5% reported no; and 95% did not respond to the question
- Attended technical school within past 5 years: 43% reported yes; and 57% reported no

- Level of satisfaction with technical school training: 3% were very dissatisfied; 3% slightly satisfied; 9% were neither; 13% were slightly satisfied; 14% were very satisfied; and 57% did not respond to the question
- Are you a supervisor? 40% of the sample stated they were supervisors
- Level of satisfaction with apprentice-level members' training: 14% of the survey had no 3-levels in their unit; 2% were very dissatisfied; 4% were slightly dissatisfied; 9% were neither satisfied nor dissatisfied; 8% were slightly satisfied; 3% were very satisfied; and 60% did not respond to the question

The above information will be reported to technical training personnel.

APPENDIX

TABLES A7-A33

TABLE A7

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE TRAINING IJ (STG 54)
(N=8)

TASKS	AVERAGE NUMBER OF TASKS PERFORMED = 19	PERCENT MEMBERS PERFORMING
S0918	Develop or procure training materials or aids	100
S0909	Brief personnel concerning training programs or matters	100
S0908	Administer or score tests	88
S0924	Maintain training records or files	75
S0911	Conduct formal course classroom training	75
S0914	Determine training requirements	75
S0916	Develop training programs, plans, or procedures	75
S0923	Inspect training materials or aids for operation or suitability	75
S0913	Counsel trainees on training progress	75
S0917	Develop written tests	75
S0925	Personalize lesson plans	62
S0922	Evaluate progress of trainees	62
S0919	Establish or maintain study reference files	62
S0915	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	50
S0921	Evaluate effectiveness of training programs, plans, or procedures	50
S0927	Write training reports	50
S0912	Conduct on-the-job training (OJT)	38
S0920	Evaluate training methods or techniques of instructors	38
Q0878	Compile data for records, reports, logs, or trend analyses	25
A0112	Perform preoperational checks on PT semitrailers or truck-tractors	25
P0875	Update personnel data files in systems, such as CAMS	25
T0968	Write inspection reports	25
T0939	Determine or establish work assignments or priorities	12
G0537	Participate in scheduling meetings	12
A0106	Perform preoperational checks on forklifts	12
A0107	Perform preoperational checks on general trailers or tractors	12

TABLE A8

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
EQUIPMENT CONTROL AND SUPPORT IJ (STG 50)
(N=16)

TASKS	AVERAGE NUMBER OF TASKS PERFORMED = 23	PERCENT MEMBERS PERFORMING
R0903	Inventory equipment, tools, parts, or supplies	94
R0904	Issue or log turn-ins of equipment, tools, parts, or supplies	94
R0901	Identify and report equipment or supply problems	75
R0900	Evaluate serviceability of equipment, tools, parts, or supplies	75
D0361	Load or unload equipment on general purpose vehicles	75
R0907	Pick up, deliver, or store equipment, tools, parts, or supplies	75
D0359	Inspect general or special purpose equipment	69
D0360	Load or unload equipment for electromechanical team (EMT), facilities maintenance team (FMT), or missile maintenance team (MMT) dispatches	56
D0362	Maintain equipment control status boards	50
A0117	Perform self-tests on electronic checkout test sets (ECTSs)	44
T0960	Inspect personnel for compliance with military standards	44
R0902	Initiate requisitions for equipment, tools, parts, or supplies, other than explosives	38
D0365	Remove, repair, or replace general or special purpose equipment components	38
Q0896	Review TO changes	38
T0937	Counsel subordinates concerning personal matters	38
T0961	Interpret policies, directives, or procedures for subordinates	38
D0366	Route equipment to maintenance processing section (MPS) for repairs or inspections	38
P0877	Verify accuracy of CAMS, IMMP, or GO81 daily inputs	31
T0934	Conduct supervisory performance feedback sessions	31
A0106	Perform preoperational checks on forklifts	31
G0537	Participate in scheduling meetings	25
R0906	Maintain organizational equipment or supply records	25
R0905	Maintain documentation on items requiring periodic inspections or calibrations	25
T0972	Write or indorse military performance reports	25
A0109	Perform preoperational checks on hydraulic pusher sets	25
P0871	Retrieve CAMS, IMMP, or GO81 listings or reports	25
A0122	Perform self-tests on micro-ohm bridge bonding meters	25
A0121	Perform self-tests on megger insulation test sets	25

TABLE A9
 REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
 SUPERVISION IJ (STG 28)
 (N=59)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 43</i>	PERCENT MEMBERS PERFORMING
T0937	Counsel subordinates concerning personal matters	78
T0960	Inspect personnel for compliance with military standards	76
T0972	Write or indorse military performance reports	73
T0954	Evaluate personnel for compliance with performance standards	71
T0932	Conduct self-inspections or self-assessments	71
T0934	Conduct supervisory performance feedback sessions	69
T0973	Write recommendations for awards or decorations	68
T0950	Establish performance standards for subordinates	63
T0961	Interpret policies, directives, or procedures for subordinates	61
T0945	Develop or establish work schedules	59
T0939	Determine or establish work assignments or priorities	56
T0935	Conduct safety inspections of equipment or facilities	53
T0931	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	51
T0959	Initiate actions required due to substandard performance of personnel	51
T0967	Schedule personnel for TDY assignments, leaves, or passes	51
Q0896	Review TO changes	49
T0936	Conduct supervisory orientations for newly assigned personnel	49
T0956	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	46
T0955	Evaluate personnel for promotion, demotion, reclassification, or special awards	46
T0953	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	46
T0938	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	46
S0922	Evaluate progress of trainees	44
P0877	Verify accuracy of CAMS, IMMP, or GO81 daily inputs	42
S0924	Maintain training records or files	42
T0957	Implement safety or security programs	42
T0929	Assign personnel to work areas or duty positions	42
R0898	Coordinate maintenance of equipment with appropriate agencies	41
T0974	Write replies to inspection reports	41

T0969	Write job or position descriptions	41
P0863	Adjust daily maintenance plans to meet operational commitments	39

TABLE A10
 REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
 MAINTENANCE CONTROL CLUSTER (STG 44)
 (N=28)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 103</i>	PERCENT MEMBERS PERFORMING
G0519	Ensure compliance with anomaly or problem resolution or troubleshooting procedures	96
G0520	Ensure compliance with contractor test procedures	93
G0537	Participate in scheduling meetings	93
G0516	Conduct or participate in status meetings	89
G0531	Participate in anomaly or problem resolutions	89
G0527	Evaluate and provide inputs for award fees	86
G0521	Ensure compliance with engineering documents	82
G0515	Conduct or participate in readiness reviews	82
G0534	Participate in launch countdowns or simulated countdowns	79
G0526	Ensure compliance with toxic vapor check procedures	79
G0548	Review operation documents or procedures	75
G0544	Provide inputs to launch countdown personnel during launch countdowns or simulated countdowns	75
G0511	Annotate daily activity log entries	71
G0539	Perform fire, emergency, or natural disaster procedures	71
M0731	Inspect and operate self-contained atmospheric pressure ensemble (SCAPE) suits	71
G0542	Perform pad controller duties	68
G0541	Perform launch disaster control group activities	68
G0530	Operate portable radio equipment	68
G0512	Approve procedural changes or deviations for launch activities	68
G0513	Brief daily operations status	64
G0538	Participate in systems working group meetings	64
K0652	Ensure compliance with hoist or crane assembly operations at processing facilities or launch complexes	64
G0525	Ensure compliance with launch constraint documents	61
I0629	Ensure compliance with ordnance safing or removal procedures	61
M0732	Inspect and operate self-contained breathing apparatus, other than periodic inspections	61
G0532	Participate in contract design reviews	57
K0651	Ensure compliance with environmental system operation procedures at processing facilities or launch complexes	57

G0522	Ensure compliance with fill and vent valve procedures	57
G0536	Participate in program manager reviews	54

TABLE A10a
REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
LAUNCH VEHICLE JOB (STG 74)
(N=8)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 49</i>	PERCENT MEMBERS PERFORMING
G0534	Participate in launch countdowns or simulated countdowns	100
G0531	Participate in anomaly or problem resolutions	100
G0544	Provide inputs to launch countdown personnel during launch countdowns or simulated countdowns	100
G0537	Participate in scheduling meetings	88
G0520	Ensure compliance with contractor test procedures	88
G0516	Conduct or participate in status meetings	88
G0538	Participate in systems working group meetings	88
G0532	Participate in contract design reviews	88
G0519	Ensure compliance with anomaly or problem resolution or troubleshooting procedures	88
G0515	Conduct or participate in readiness reviews	88
G0536	Participate in program manager reviews	88
G0521	Ensure compliance with engineering documents	75
G0533	Participate in engineering operations meetings	75
G0545	Receive or review joint operating procedures (JOPs) or memorandums of agreement (MOAs)	75
G0541	Perform launch disaster control group activities	75
G0513	Brief daily operations status	62
G0548	Review operation documents or procedures	62
G0527	Evaluate and provide inputs for award fees	62
G0526	Ensure compliance with toxic vapor check procedures	62
G0542	Perform pad controller duties	62
G0540	Perform hazardous waste management activities	62
G0539	Perform fire, emergency, or natural disaster procedures	62
G0546	Request or document photo authorizations	62
G0525	Ensure compliance with launch constraint documents	50
G0530	Operate portable radio equipment	50
K0652	Ensure compliance with hoist or crane assembly operations at processing facilities or launch complexes	50
G0549	Schedule or coordinate range or base support	50
G0511	Annotate daily activity log entries	38
T0953	Evaluate job hazards or compliance with Air Force Occupational Safety	25

and Health (AFOSH) Program

TABLE A10b
REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
PROPULSION JOB (STG 81)
(N=18)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 129</i>	PERCENT MEMBERS PERFORMING
G0520	Ensure compliance with contractor test procedures	100
G0527	Evaluate and provide inputs for award fees	100
G0537	Participate in scheduling meetings	100
G0519	Ensure compliance with anomaly or problem resolution or troubleshooting procedures	100
G0516	Conduct or participate in status meetings	94
G0521	Ensure compliance with engineering documents	94
G0511	Annotate daily activity log entries	94
G0526	Ensure compliance with toxic vapor check procedures	94
G0512	Approve procedural changes or deviations for launch activities	94
M0731	Inspect and operate self-contained atmospheric pressure ensemble (SCAPE) suits	89
G0531	Participate in anomaly or problem resolutions	89
M0723	Ensure compliance with propellant system leak check procedures, other than payload	83
M0725	Ensure compliance with propellant transfer system functional check procedures	83
G0515	Conduct or participate in readiness reviews	83
G0530	Operate portable radio equipment	83
K0652	Ensure compliance with hoist or crane assembly operations at processing facilities or launch complexes	78
G0548	Review operation documents or procedures	78
G0534	Participate in launch countdowns or simulated countdowns	78
G0542	Perform pad controller duties	78
G0539	Perform fire, emergency, or natural disaster procedures	78
M0732	Inspect and operate self-contained breathing apparatus, other than periodic inspections	78
G0513	Brief daily operations status	72
M0720	Ensure compliance with propellant or cryogenic system components	72
G0522	Ensure compliance with fill and vent valve procedures	72
I0629	Ensure compliance with ordnance safing or removal procedures	72
G0525	Ensure compliance with launch constraint documents	72
G0524	Ensure compliance with ground instrumentation system checkout	72

procedures

TABLE A11
 REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
 VEHICLE SUPPORT IJ (STG 83)
 (N=7)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 11</i>	PERCENT MEMBERS PERFORMING
A0106	Perform preoperational checks on forklifts	100
A0112	Perform preoperational checks on PT semitrailers or truck-tractors	86
A0107	Perform preoperational checks on general trailers or tractors	86
A0008	Change tires or wheels on general purpose vehicles	86
A0113	Perform preoperational checks on truck cranes	71
D0363	Maintain vehicle status and location boards	43
A0191	Service PT or TE truck-tractors	43
A0177	Remove, repair, or replace PT semitrailer components	43
C0309	Perform operational checks on PT hoists or hoist systems	43
A0057	Perform operational checkouts of portable heaters	43
A0035	Operate maintenance and support truck hoists	43
A0037	Operate payload transporter (PT) system components	29
A0104	Perform preoperational checks on ECSs or APUs	29
A0184	Service general tractors or trailers	29
G0537	Participate in scheduling meetings	29
A0198	Troubleshoot TE or PT truck-tractor components	29
A0129	Prepare facilities for Strategic Arms Reduction Treaty (START) inspections, other than LFs	29
D0364	Perform general or special purpose vehicle pre- or post-dispatch inspections	29
A0108	Perform preoperational checks on handlift trucks	14
A0080	Perform periodic inspections on handlift trucks	14
A0088	Perform periodic inspections on portable air-conditioner (PAC) auxiliary power units (APUs)	14
Q0896	Review TO changes	14
R0903	Inventory equipment, tools, parts, or supplies	14
A0071	Perform operational checks on monitor and alarm panels	14
A0060	Perform preoperational checks on Type I transporters	14
A0187	Service mechanical maintenance, MGCS, or TE support trucks	14
A0110	Perform preoperational checks on mechanical maintenance MGCS support trucks	14
G0530	Operate portable radio equipment	14
A0114	Perform preoperational checks on Type II transporters	14

TABLE A12
 REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
 GENERAL MISSILE MAINTENANCE CLUSTER (STG 26)
 (N=121)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 94</i>	PERCENT MEMBERS PERFORMING
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	98
A0033	Open or close launcher closures	88
A0042	Perform explosive ordnance handling and transporting procedures	88
A0045	Perform hazardous current checks	84
A0046	Perform LEB or LSB emergency electrical isolation procedures	84
A0016	Inspect launcher closure components	83
A0035	Operate maintenance and support truck hoists	82
A0047	Perform LF emergency or hostile securing shutdowns	80
A0029	Load or unload RSs	77
A0023	Inspect RS insulation	74
A0160	Remove or install RSs	74
A0065	Perform RS handling and transporting procedures	74
A0041	Perform emergency war order (EWO) LF evacuations	74
A0115	Perform self-tests on colormetric gas detectors	73
A0034	Operate elevator work cages or Guided Missile Maintenance Platforms (GMMPs)	72
A0020	Inspect MGS, mission guidance control system (MGCS), Stage IV, or propulsion system rocket engine (PSRE) shipping and storage containers	72
A0022	Inspect PSREs	70
A0129	Prepare facilities for Strategic Arms Reduction Treaty (START) inspections, other than LFs	69
A0019	Inspect MGS insulation	67
A0131	Prepare LFs for on-site START inspections	66
A0054	Perform MGS handling and transporting procedures	64
A0028	Load or unload PSREs	64
A0139	Remove or install elevator work cages or GMMPs	64
A0036	Operate missile electronic encryption devices (MEEDs)	64
A0150	Remove or install missile safing pins	63
A0037	Operate payload transporter (PT) system components	63
A0015	Connect or disconnect reentry system (RS) separation cables	63
A0027	Load or unload post boost control sections (PBCSs)	63

A0026	Load or unload MGSs	62
A0130	Prepare launchers for missile emplacements or removals	62

TABLE A12a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
GENERAL MISSILE MAINTENANCE JOB (STG 92)
(N=65)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 81</i>	PERCENT MEMBERS PERFORMING
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	98
A0023	Inspect RS insulation	98
A0022	Inspect PSREs	98
A0019	Inspect MGS insulation	94
A0033	Open or close launcher closures	94
A0016	Inspect launcher closure components	92
A0041	Perform emergency war order (EWO) LF evacuations	92
A0149	Remove or install MGSs	91
A0042	Perform explosive ordnance handling and transporting procedures	91
A0047	Perform LF emergency or hostile securing shutdowns	91
A0160	Remove or install RSs	89
A0037	Operate payload transporter (PT) system components	89
A0054	Perform MGS handling and transporting procedures	88
A0035	Operate maintenance and support truck hoists	86
A0027	Load or unload post boost control sections (PBCSs)	86
A0028	Load or unload PSREs	86
A0065	Perform RS handling and transporting procedures	85
A0156	Remove or install PBCSs	85
A0045	Perform hazardous current checks	85
A0158	Remove or install PSREs	85
A0058	Perform PBCS handling and transporting procedures	85
A0046	Perform LEB or LSB emergency electrical isolation procedures	85
A0018	Inspect MGS batteries	83
A0026	Load or unload MGSs	83
A0029	Load or unload RSs	83
A0115	Perform self-tests on colormetric gas detectors	83
A0062	Perform PSRE handling and transporting procedures, other than emergency procedures	83
A0043	Perform forced break-in entry procedures for secondary door lockouts	83
A0020	Inspect MGS, mission guidance control system (MGCS), Stage IV, or propulsion system rocket engine (PSRE) shipping and storage containers	80

TABLE A12b
REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
DESTRUCT ORDNANCE JOB (STG 93)
(N=14)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 141</i>	PERCENT MEMBERS PERFORMING
A0045	Perform hazardous current checks	100
A0115	Perform self-tests on colormetric gas detectors	100
A0040	Perform electrical bonding checks	100
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	100
A0042	Perform explosive ordnance handling and transporting procedures	100
A0022	Inspect PSREs	100
A0062	Perform PSRE handling and transporting procedures, other than emergency procedures	100
A0150	Remove or install missile safing pins	100
A0019	Inspect MGS insulation	100
A0112	Perform preoperational checks on PT semitrailers or truck-tractors	100
A0028	Load or unload PSREs	100
A0037	Operate payload transporter (PT) system components	100
A0015	Connect or disconnect reentry system (RS) separation cables	100
A0046	Perform LEB or LSB emergency electrical isolation procedures	100
A0158	Remove or install PSREs	100
A0059	Perform power fault-to-ground electrical checks	100
A0009	Connect or disconnect missile guidance set (MGS) umbilicals	100
A0033	Open or close launcher closures	100
A0058	Perform PBCS handling and transporting procedures	100
A0054	Perform MGS handling and transporting procedures	100
A0029	Load or unload RSs	100
A0053	Perform MGS to RS interface cable checkouts	100
A0048	Perform LF missile suspension system explosive bolt electrical checks	100
A0020	Inspect MGS, mission guidance control system (MGCS), Stage IV, or propulsion system rocket engine (PSRE) shipping and storage containers	93
A0034	Operate elevator work cages or Guided Missile Maintenance Platforms (GMMPs)	93
A0024	Level or rotate missiles	93
A0010	Connect or disconnect missile skirt umbilicals	93
A0126	Position, stabilize, or destabilize PTs	93

A0160	Remove or install RSs	93
A0023	Inspect RS insulation	93

TABLE A12c

**REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
PEACEKEEPER MAINTENANCE JOB (STG 47)**
(N=28)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 112</i>	PERCENT MEMBERS PERFORMING
B0233	Position, stabilize, or destabilize Type I or Type II transporters	100
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	100
A0052	Perform MGCS handling and transporting procedures	96
A0143	Remove or install LER work platforms	96
B0232	Position, stabilize, or destabilize emplacers	93
A0033	Open or close launcher closures	93
A0046	Perform LEB or LSB emergency electrical isolation procedures	93
A0114	Perform preoperational checks on Type II transporters	89
A0035	Operate maintenance and support truck hoists	89
A0025	Load or unload MGCSs from support trucks	89
A0021	Inspect MGCSs	89
B0264	Roll transfer Stages I, II, or III at storage facilities	89
B0246	Remove or install MGCS access doors	89
A0032	Open or close canister or Stage IV access doors	89
B0237	Prepare Type II transporters for missile or stage removal or installation	86
A0110	Perform preoperational checks on mechanical maintenance MGCS support trucks	86
B0231	Perform Stages I, II, or III ECTS tests	86
B0262	Roll transfer Stage IV at storage facilities	86
B0248	Remove or install Stage Ivs	86
B0258	Roll transfer LEGGs at storage facilities	86
B0261	Roll transfer Stage IV at emplacers	82
B0260	Roll transfer RSs at emplacers	82
A0029	Load or unload RSs	82
B0257	Roll transfer LEGGs at emplacers	82
B0263	Roll transfer Stages I, II, or III at emplacers	82
A0047	Perform LF emergency or hostile securing shutdowns	82
A0105	Perform preoperational checks on emplacer trailers or tractors	79
C0298	Perform operational checks on Type II transporters	79

A0016	Inspect launcher closure components	79
A0144	Remove or install MGCS emplacement sets	79
B0249	Remove or install Stages I, II, or III	79
B0244	Remove or install LEGGs	79

TABLE A12d
REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
LAUNCH OPERATIONS JOB (STG 118)
(N=6)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 109</i>	PERCENT MEMBERS PERFORMING
A0130	Prepare launchers for missile emplacements or removals	100
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	100
A0034	Operate elevator work cages or Guided Missile Maintenance Platforms (GMMPs)	100
B0214	Perform missile receipt inspections	100
A0139	Remove or install elevator work cages or GMMPs	100
G0534	Participate in launch countdowns or simulated countdowns	100
A0172	Remove or replace raceway covers	100
A0150	Remove or install missile safing pins	100
B0228	Perform roll transfers of missiles between MTs and MPFs or MSBs	100
F0480	Perform all ordnance destruct systems (AODSs) handling and transporting procedures	100
A0010	Connect or disconnect missile skirt umbilicals	100
A0134	Remove missile support clamps for RSLPs	100
A0151	Remove or install missile skirt umbilicals	100
B0221	Perform pre- or post-roll transfer operations between MTs and missile processing facilities (MPFs)	100
B0220	Perform pre- or post-roll transfer operations between MTs and missile storage bunkers (MSBs)	100
F0494	Remove or install destruct assemblies	100
F0487	Perform operational checks on PSS S/A devices	100
F0485	Perform operational checks on PSS batteries	100
F0488	Perform operational checks on PSS timers	100
F0486	Perform operational checks on PSS S/A actuators	100
A0042	Perform explosive ordnance handling and transporting procedures	100
F0507	Remove or install PSS S/A devices	100
A0024	Level or rotate missiles	100
F0509	Remove or install PSS timers at MPFs	100
F0482	Perform checks or tests on missile circuits or components, such as continuity or system functional	100
F0496	Remove or install missile command destruct S/A devices	100

F0484	Perform operational checks on missile command destruct S/A devices	100
A0131	Prepare LFs for on-site START inspections	100

TABLE A13
 REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
 MISSILE HANDLING AND TRANSPORT IJ (STG 80)
 (N=36)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 71</i>	PERCENT MEMBERS PERFORMING
B0226	Perform preoperational checks on TE support trucks	100
B0225	Perform preoperational checks on MTs or TEs	100
B0217	Perform operational checks on TE ECSs	100
B0235	Prepare TEs for emplacing missiles	100
B0213	Perform loaded MT or TE transit storage and handling operations	97
B0218	Perform operational checks on TE emplacement systems	97
B0219	Perform post-removal or emplacement operations	97
B0212	Perform enroute convoy and vehicle inspections	92
B0216	Perform operational checks on PACs	92
B0222	Perform pre- or post-roll transfer operations between MTs and TEs	89
B0267	Service TE missile emplacement systems	89
B0205	Load or unload equipment for missile handling team dispatches	86
B0215	Perform missile transport procedures	86
B0236	Prepare TEs for removing missiles	86
A0192	Service TE hydraulic systems	86
B0202	Emplace or remove missiles from silos	83
A0111	Perform preoperational checks on PACs	83
B0255	Remove, position, and secure TEs at PLTFs or LF pylons	81
A0191	Service PT or TE truck-tractors	81
B0253	Remove or replace PAL-2000s	81
B0211	Perform emergency missile emplacement or removal operations	81
A0008	Change tires or wheels on general purpose vehicles	81
B0229	Perform roll transfers of missiles between MTs and TEs	78
E0397	Perform operational checks on TE hydraulic systems	78
B0204	Inspect missiles prepared for shipping	78
B0214	Perform missile receipt inspections	78
B0247	Remove or install nozzle shipping links	78
A0104	Perform preoperational checks on ECSs or APUs	75
A0107	Perform preoperational checks on general trailers or tractors	75
B0203	Inspect missile insulation	75
B0254	Remove or replace vertical restraint bands	75
B0252	Remove or replace TE missile emplacement system components	75

B0206	Load or unload PACs from flatbed trailers	75
B0268	Transfer and handle empty rocket motor carriages	72
B0270	Troubleshoot missile emplacement systems	72

TABLE A14

**REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MISSILE SUPPORT CLUSTER (STG 23)**
(N=51)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 112</i>	PERCENT MEMBERS PERFORMING
D0359	Inspect general or special purpose equipment	78
A0178	Remove, repair, or replace TE semitrailer components	78
A0177	Remove, repair, or replace PT semitrailer components	75
A0179	Remove, repair, or replace translating or leveling jack set components	73
A0080	Perform periodic inspections on handlift trucks	73
C0351	Service hoist systems, other than PT	71
A0101	Perform periodic inspections on TE missile emplacement systems	71
C0315	Perform periodic inspections on hoisting units, adapters, or slings	69
A0035	Operate maintenance and support truck hoists	69
A0193	Service translating or leveling jack sets	69
C0350	Service handlift trucks	69
C0321	Perform proofload tests on elevator work cage assemblies or GMMPs	67
C0356	Troubleshoot elevator work cages	67
C0319	Perform periodic inspections on PT hoist systems	65
C0320	Perform periodic inspections on TE semitrailer mechanical components	65
C0355	Service TE semitrailer mechanical components	65
C0307	Perform operational checks on elevator work cages	63
C0314	Perform periodic inspections on elevator work cages or GMMPs	63
C0322	Perform proofload tests on hoisting units, adapters, or slings	63
A0072	Perform operational checks on proofload test facilities (PLTFs)	63
C0353	Service PT hoist systems	63
C0354	Service PT semitrailer mechanical components	63
C0283	Adjust PLTF mechanical components	63
C0358	Troubleshoot PLTF mechanical components	63
C0286	Adjust translating or leveling jack set components	63
C0349	Service elevator work cages or GMMPs	61
C0309	Perform operational checks on PT hoists or hoist systems	61
C0324	Perform proofload tests on TE hoists and sling rods	61
C0284	Adjust PT hoist system components	61
A0037	Operate payload transporter (PT) system components	61

C0318	Perform periodic inspections on PLTF mechanical components	59
C0311	Perform operational checks on security pit vault door components	59
C0346	Remove, repair, or install security pit vault door components	59

TABLE A14a
REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MECHANICAL SUPPORT JOB (STG 153)
(N=24)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 94</i>	PERCENT MEMBERS PERFORMING
C0311	Perform operational checks on security pit vault door components	100
C0314	Perform periodic inspections on elevator work cages or GMMPs	100
C0349	Service elevator work cages or GMMPs	100
C0356	Troubleshoot elevator work cages	100
C0354	Service PT semitrailer mechanical components	100
C0351	Service hoist systems, other than PT	100
C0353	Service PT hoist systems	100
C0355	Service TE semitrailer mechanical components	100
C0358	Troubleshoot PLTF mechanical components	100
C0346	Remove, repair, or install security pit vault door components	96
C0307	Perform operational checks on elevator work cages	96
C0321	Perform proofload tests on elevator work cage assemblies or GMMPs	96
C0319	Perform periodic inspections on PT hoist systems	96
C0284	Adjust PT hoist system components	96
C0309	Perform operational checks on PT hoists or hoist systems	96
C0345	Remove or install PT hoist system components	96
C0283	Adjust PLTF mechanical components	96
C0315	Perform periodic inspections on hoisting units, adapters, or slings	92
C0320	Perform periodic inspections on TE semitrailer mechanical components	92
C0324	Perform proofload tests on TE hoists and sling rods	92
C0306	Perform TE cable tensionings	92
C0312	Perform operational checks on TE rigging	92
C0318	Perform periodic inspections on PLTF mechanical components	92
C0352	Service PLTF mechanical components	92
C0357	Troubleshoot LCC operator seats	92
C0347	Remove, repair, or replace secondary access door components	92
C0287	Change security pit vault door combinations	88
C0322	Perform proofload tests on hoisting units, adapters, or slings	88
D0359	Inspect general or special purpose equipment	88
C0343	Remove or install PLTF safety barriers	88
C0323	Perform proofload tests on mechanical maintenance support truck or PT hoists	88
C0317	Perform periodic inspections on periodic maintenance team (PMT) vans	88

TABLE A14b
REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
PNEUDRAULICS JOB (STG 122)
(N=20)

TASKS	<i>AVERAGE NUMBER OF TASKS PERFORMED = 148</i>	PERCENT MEMBERS PERFORMING
E0401	Perform periodic inspections on hydraulic pusher sets	100
E0422	Repair hydraulic pusher set components	100
E0438	Service hydraulic pusher sets	100
E0410	Perform periodic inspections on TE hydraulic systems	100
E0435	Repair TE hydraulic system components	100
E0387	Adjust TE hydraulic system components	100
E0454	Troubleshoot hydraulic pusher set components	100
E0437	Service LF hydraulic pressure charging sets	100
E0445	Service PLTF hydraulic components	100
E0451	Troubleshoot G&C purging manifold components	100
E0399	Perform periodic inspections on G&C purging manifolds	95
E0404	Perform periodic inspections on MAF or LF blast door components	95
E0397	Perform operational checks on TE hydraulic systems	95
E0400	Perform periodic inspections on hydraulic pressure charging sets	95
E0411	Perform periodic inspections on translating or leveling jack sets	95
E0394	Perform operational checks on hydraulic pressure charging sets	95
E0409	Perform periodic inspections on PT pneumatic systems	95
E0414	Remove or replace MT or TE hydraulic system components	95
E0407	Perform periodic inspections on PLTF hydraulic components	95
E0425	Repair leak test fixture components	95
E0433	Repair PT pneumatic system components	95
E0432	Repair PLTF hydraulic components	95
E0452	Troubleshoot hydraulic pressure charging set components	95
E0385	Adjust PLTF hydraulic components	95
E0458	Troubleshoot leak test fixtures	95
E0453	Troubleshoot hydraulic purge units	95
A0192	Service TE hydraulic systems	90
A0101	Perform periodic inspections on TE missile emplacement systems	90
E0443	Service MAF or LF blast doors	90
E0378	Adjust LER shock isolation system components	90
E0386	Adjust PT pneumatic system components	90
E0447	Service PT pneumatic systems	90
E0421	Repair hydraulic pressure charging set components	90

A0193	Service translating or leveling jack sets	90
E0450	Troubleshoot compressed gas cylinder valve assemblies	90

TABLE A15

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 2000 SURVEYS

CURRENT SURVEY (N=372)		2000 SURVEY (N=532)	
TRAINING IJ	2%	MANAGEMENT/SUPERVISORY CLUSTER	21%
EQUIPMENT CONTROL AND SUPPORT IJ	4%	VEHICLE/EQUIPMENT MAINTENANCE CLUSTER	8%
SUPERVISION IJ	16% -	MANAGEMENT/SUPERVISORY CLUSTER Quality Assurance Inspector Job	21% 1%
MAINTENANCE CONTROL CLUSTER -Launch Vehicle Job -Propulsion Job	2% *	SPACE SYSTEMS COMPLIANCE CLUSTER	6%
VEHICLE SUPPORT IJ	2%	VEHICLE/EQUIPMENT MAINTENANCE CLUSTER	8%
GENERAL MISSILE MAINTENANCE CLUSTER -General Missile Maintenance Job -Destruct Ordnance Job -Peacekeeper Maintenance Job -Launch Operations Job	10% * 8% 2%	MINUTEMAN MAINTENANCE JOB PEACEKEEPER MAINTENANCE JOB LAUNCH SITE REFURBISHMENT JOB	24% 7% 3%
MISSILE HANDLING AND TRANSPORT IJ	10%	MHT MEMBER JOB	6%
MISSILE SUPPORT CLUSTER -Mechanical Support Job -Pneudraulics Job	6% 5%	MISSILE MAINTENANCE SUPPORT JOB PNEUDRAULICS JOB	4% 4%

NOT GROUPED	13%	NOT GROUPED	16%
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* Indicates less than 1%

- Indicates job not identified in study

TABLE A16
DISTRIBUTION OF AFSC 2M0X2 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS
(PERCENT IN EACH JOB)

	2M032 (N=74)	2M052 (N=211)	2M072 (N=87)
TRAINING IJ	0	3	1
EQUIPMENT CONTROL AND SUPPORT IJ	8	4	1
SUPERVISION IJ	0	10	43
MAINTENANCE CONTROL CLUSTER	0	8	13
VEHICLE SUPPORT IJ	5	1	0
GENERAL MISSILE MAINTENANCE CLUSTER	50	32	17
MISSILE HANDLING AND TRANSPORT IJ	14	10	5
MISSILE SUPPORT CLUSTER	14	17	7
NOT GROUPED	9	15	13

Note: Columns may not add up to 100% due to rounding

TABLE A17

TIME SPENT ON DUTIES BY AD MEMBERS OF AFSC 2M0X2 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

<u>DUTIES</u>	AD 2M032 (N=74)	AD 2M052 (N=211)	AD 2M072 (N=87)
A PERFORMING GENERAL MISSILE MAINTENANCE ACTIVITIES	56	35	14
B PERFORMING MISSILE HANDLING AND TRANSPORT ACTIVITIES	12	10	4
C PERFORMING MISSILE MAINTENANCE SUPPORT ACTIVITIES	11	8	3
D PERFORMING VEHICLE AND EQUIPMENT CONTROL ACTIVITIES	5	3	2
E PERFORMING MISSILE PNEUDRAULICS ACTIVITIES	4	5	3
F PERFORMING DESTRUCT ORDNANCE ACTIVITIES	*	3	1
G PERFORMING GENERAL LAUNCH ACTIVITIES	2	6	10
H PERFORMING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES	1	2	2
I PERFORMING LAUNCH VEHICLE (LV) MECHANICAL ACTIVITIES	1	1	1
J PERFORMING LAUNCH VEHICLE (LV) ELECTRICAL ACTIVITIES	*	*	1
K PERFORMING LAUNCH VEHICLE (LV) FACILITIES ACTIVITIES	*	1	2
L PERFORMING SOLID ROCKET MOTOR UPGRADE (SRMU) ACTIVITIES	*	1	*
M PERFORMING PROPULSION ACTIVITIES	*	2	2
N PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES	*	1	1
O PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES	*	*	*
P PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	1	2	3
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	3	5
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	4	4
S PERFORMING TRAINING ACTIVITIES	*	6	9
T PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	8	34

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A18REPRESENTATIVE TASKS PERFORMED BY **AD DAFSC 2M032** PERSONNEL

TASKS	AVERAGE NUMBER OF TASKS PERFORMED = 69	PERCENT MEMBERS PERFORMING (N=74)
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	55
A0035	Operate maintenance and support truck hoists	55
A0016	Inspect launcher closure components	54
A0047	Perform LF emergency or hostile securing shutdowns	51
A0115	Perform self-tests on colormetric gas detectors	49
A0041	Perform emergency war order (EWO) LF evacuations	49
A0036	Operate missile electronic encryption devices (MEEDs)	49
A0033	Open or close launcher closures	46
A0029	Load or unload RSs	46
A0104	Perform preoperational checks on ECSs or APUs	46
D0359	Inspect general or special purpose equipment	45
A0023	Inspect RS insulation	45
A0022	Inspect PSREs	45
A0008	Change tires or wheels on general purpose vehicles	45
A0045	Perform hazardous current checks	45
A0042	Perform explosive ordnance handling and transporting procedures	45
A0046	Perform LEB or LSB emergency electrical isolation procedures	43
A0037	Operate payload transporter (PT) system components	42
A0160	Remove or install RSs	42
R0903	Inventory equipment, tools, parts, or supplies	41
A0117	Perform self-tests on electronic checkout test sets (ECTSs)	41
A0031	Lubricate security pit vault door components	41
A0129	Prepare facilities for Strategic Arms Reduction Treaty (START) inspections, other than LFs	41
A0107	Perform preoperational checks on general trailers or tractors	39
A0065	Perform RS handling and transporting procedures	39
A0109	Perform preoperational checks on hydraulic pusher sets	38
A0141	Remove or install hydraulic pipe pusher components	38
A0028	Load or unload PSREs	36
A0019	Inspect MGS insulation	36

A0149	Remove or install MGSs	36
A0020	Inspect MGS, mission guidance control system (MGCS), Stage IV, or propulsion system rocket engine (PSRE) shipping and storage containers	36

TABLE A19

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2M052 PERSONNEL

TASKS	AVERAGE NUMBER OF TASKS PERFORMED = 73	PERCENT MEMBERS PERFORMING (N=211)
A0035	Operate maintenance and support truck hoists	46
A0129	Prepare facilities for Strategic Arms Reduction Treaty (START) inspections, other than LFs	44
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	39
D0359	Inspect general or special purpose equipment	37
A0106	Perform preoperational checks on forklifts	36
A0037	Operate payload transporter (PT) system components	36
A0034	Operate elevator work cages or Guided Missile Maintenance Platforms (GMMPs)	36
A0107	Perform preoperational checks on general trailers or tractors	35
A0104	Perform preoperational checks on ECSs or APUs	34
A0042	Perform explosive ordnance handling and transporting procedures	33
A0115	Perform self-tests on colorimetric gas detectors	33
A0046	Perform LEB or LSB emergency electrical isolation procedures	33
R0903	Inventory equipment, tools, parts, or supplies	32
Q0896	Review TO changes	32
A0045	Perform hazardous current checks	32
A0033	Open or close launcher closures	31
A0016	Inspect launcher closure components	30
A0036	Operate missile electronic encryption devices (MEEDs)	30
A0047	Perform LF emergency or hostile securing shutdowns	30
R0900	Evaluate serviceability of equipment, tools, parts, or supplies	29
A0112	Perform preoperational checks on PT semitrailers or truck-tractors	29
A0008	Change tires or wheels on general purpose vehicles	29
A0020	Inspect MGS, mission guidance control system (MGCS), Stage IV, or Propulsion system rocket engine (PSRE) shipping and storage containers	28
B0203	Inspect missile insulation	28
S0912	Conduct on-the-job training (OJT)	27
T0960	Inspect personnel for compliance with military standards	27
D0361	Load or unload equipment on general purpose vehicles	27
A0126	Position, stabilize, or destabilize PTs	27

A0031	Lubricate security pit vault door components	27
G0537	Participate in scheduling meetings	26

TABLE A20

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2M072 PERSONNEL

TASKS	AVERAGE NUMBER OF TASKS PERFORMED = 70	PERCENT MEMBERS PERFORMING (N=87)
T0937	Counsel subordinates concerning personal matters	62
T0972	Write or indorse military performance reports	61
T0973	Write recommendations for awards or decorations	61
T0934	Conduct supervisory performance feedback sessions	60
T0960	Inspect personnel for compliance with military standards	59
T0954	Evaluate personnel for compliance with performance standards	59
T0932	Conduct self-inspections or self-assessments	55
T0950	Establish performance standards for subordinates	51
T0939	Determine or establish work assignments or priorities	49
T0945	Develop or establish work schedules	49
T0936	Conduct supervisory orientations for newly assigned personnel	47
T0959	Initiate actions required due to substandard performance of personnel	45
T0961	Interpret policies, directives, or procedures for subordinates	44
T0935	Conduct safety inspections of equipment or facilities	44
T0955	Evaluate personnel for promotion, demotion, reclassification, or special awards	44
T0967	Schedule personnel for TDY assignments, leaves, or passes	44
T0931	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	43
T0953	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	41
G0537	Participate in scheduling meetings	40
T0974	Write replies to inspection reports	40
T0929	Assign personnel to work areas or duty positions	39
T0957	Implement safety or security programs	38
S0924	Maintain training records or files	38
T0938	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	38
Q0889	Maintain administrative files	37
S0914	Determine training requirements	37
T0969	Write job or position descriptions	37
S0909	Brief personnel concerning training programs or matters	33
S0922	Evaluate progress of trainees	32
T0951	Establish procedures for accountability of equipment, tools, parts, or	32

supplies

TABLE A21
 PERCENT TIME SPENT ON DUTIES BY
 FIRST-ENLISTMENT PERSONNEL (1-48 MONTHS' TAFMS)

<u>DUTIES</u>	1-48 MONTHS' TAFMS (N=86)
A PERFORMING GENERAL MISSILE MAINTENANCE ACTIVITIES	54
B PERFORMING MISSILE HANDLING AND TRANSPORT ACTIVITIES	10
C PERFORMING MISSILE MAINTENANCE SUPPORT ACTIVITIES	11
D PERFORMING VEHICLE AND EQUIPMENT CONTROL ACTIVITIES	5
E PERFORMING MISSILE PNEUDRAULICS ACTIVITIES	4
F PERFORMING DESTRUCT ORDNANCE ACTIVITIES	*
G PERFORMING GENERAL LAUNCH ACTIVITIES	2
H PERFORMING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES	1
I PERFORMING LAUNCH VEHICLE (LV) MECHANICAL ACTIVITIES	*
J PERFORMING LAUNCH VEHICLE (LV) ELECTRICAL ACTIVITIES	*
K PERFORMING LAUNCH VEHICLE (LV) FACILITIES ACTIVITIES	*
L PERFORMING SOLID ROCKET MOTOR UPGRADE (SRMU) ACTIVITIES	*
M PERFORMING PROPULSION ACTIVITIES	*
N PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES	*
O PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES	1
P PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	1
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	7
S PERFORMING TRAINING ACTIVITIES	1
T PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A22

REPRESENTATIVE TASKS PERFORMED BY AFSC 2M0X2
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)

TASKS	AVERAGE NUMBER OF TASKS PERFORMED = 68	PERCENT MEMBERS PERFORMING (N=86)
A0035	Operate maintenance and support truck hoists	56
A0038	Penetrate or exit LFs, such as launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), or launch support buildings (LSBs)	51
A0016	Inspect launcher closure components	50
A0115	Perform self-tests on colormetric gas detectors	49
A0047	Perform LF emergency or hostile securing shutdowns	47
D0359	Inspect general or special purpose equipment	45
A0036	Operate missile electronic encryption devices (MEEDs)	45
A0041	Perform emergency war order (EWO) LF evacuations	44
R0903	Inventory equipment, tools, parts, or supplies	43
A0008	Change tires or wheels on general purpose vehicles	43
A0033	Open or close launcher closures	43
A0029	Load or unload RSs	42
A0045	Perform hazardous current checks	42
A0037	Operate payload transporter (PT) system components	41
A0117	Perform self-tests on electronic checkout test sets (ECTSs)	41
A0109	Perform preoperational checks on hydraulic pusher sets	41
A0104	Perform preoperational checks on ECSs or APUs	41
A0042	Perform explosive ordnance handling and transporting procedures	41
A0046	Perform LEB or LSB emergency electrical isolation procedures	41
A0023	Inspect RS insulation	40
A0022	Inspect PSREs	40
A0107	Perform preoperational checks on general trailers or tractors	40
A0160	Remove or install RSs	40
A0031	Lubricate security pit vault door components	37
A0065	Perform RS handling and transporting procedures	36
A0034	Operate elevator work cages or Guided Missile Maintenance Platforms (GMMPs)	35
A0020	Inspect MGS, mission guidance control system (MGCS), Stage IV, or propulsion system rocket engine (PSRE) shipping and storage containers	35
A0129	Prepare facilities for Strategic Arms Reduction Treaty (START)	35

	inspections, other than LFs	
A0141	Remove or install hydraulic pipe pusher components	35

TABLE A23
EXAMPLES OF STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20% MEMBERS PERFORMING)

UNIT	LEARNING OBJECTIVE	PERCENT MEMBERS PERFORMING		
		PROF CODE	1ST ENL (N=86)	3- LVL (N=74)
9a(6) Task	Digital multimeters A0123. Perform self–tests on multipurpose continuity test sets	3c	13	8
21a(2) Tasks	Remove A0040. Perform electrical bonding checks A0068. Perform normal shutdown procedures on aerospace vehicle equipment (AVE) or operational ground equipment	2b	13 10	14 9
21b(1) Task	Inspect Insulation A0039. Perform accidental missile ignition (AMI) system checks	2b	16	18

TABLE A24
EXAMPLES OF TASKS PERFORMED BY 20% OR MORE MEMBERS
BUT NOT REFERENCED TO ANY STS ELEMENT

TASKS		1ST ENL (N=86)	3- LVL (N=74)
A0008	Change tires or wheels on general purpose vehicles	43	32
A0024	Level or rotate missiles	22	23
A0030	Lubricate secondary access door components	33	35
A0031	Lubricate security pit vault door components	37	41
A0035	Operate maintenance and support truck hoists	56	55
A0036	Operate missile electronic encryption devices (MEEDs)	45	49
A0066	Perform sodium chromate leakage inspections	27	28
A0073	Perform operational checks on self-contained breathing apparatus	26	26
A0098	Perform periodic inspections on shotguns and gas masks	28	27
A0106	Perform preoperational checks on forklifts	27	24
A0107	Perform preoperational checks on general trailers or tractors	40	39
A0129	Prepare facilities for Strategic Arms Reduction Treaty (START) inspections, other than LFs	35	41
A0130	Prepare launchers for missile emplacements or removals	23	27
A0131	Prepare LFs for on-site START inspections	26	28
A0135	Remove or install ballistic gas generator cartridges	34	36
A0136	Remove or install ballistic gas generators	26	30
A0143	Remove or install LER work platforms	27	28
A0161	Remove or install self-contained breathing apparatus components	24	28
A0193	Service translating or leveling jack sets	27	26
B0202	Emplace or remove missiles from silos	26	28
B0203	Inspect missile insulation	24	26
B0215	Perform missile transport procedures	20	23
C0286	Adjust translating or leveling jack set components	24	24
C0307	Perform operational checks on elevator work cages	23	24
C0315	Perform periodic inspections on hoisting units, adapters, or slings	22	22
D0359	Inspect general or special purpose equipment	45	45
D0364	Perform general or special purpose vehicle pre- or post-dispatch inspections	26	30

G0539	Perform fire, emergency, or natural disaster procedures	23	26
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TABLE A25

**EXAMPLES OF STS ELEMENTS WITHOUT PROFICIENCY CODES MATCHED TO TASKS
WITH 20% OR MORE MEMBERS PERFORMING**

UNIT	LEARNING OBJECTIVE	PERCENT MEMBERS PERFORMING		
		PROF CODE	1ST ENL (N=86)	3- LVL (N=74)
6l	Ordnance systems	-		
Task	A0042. Perform explosive ordnance handling and transporting procedures		41	45
7c	Moving and lifting heavy equipment	-		
Tasks	B0205. Load or unload equipment for missile handling team dispatches		21	23
	D0360. Load or unload equipment for electromechanical team (EMT), facilities maintenance team (FMT), or missile maintenance team (MMT) dispatches		27	30
	D0361. Load or unload equipment on general purpose vehicles		33	35
20a(13c)	Perform destructive break-in	-		
Task	A0043. Perform forced break-in entry procedures for secondary door lockouts		31	32
21b(9)	Transport	-		
Task	A0054. Perform MGS handling and transport procedures		30	32
21c(5)	Loading and unloading	-		
Task	A0028. Load or unload PSREs		34	36
21f	Missile Guidance and Control Set (MGCS)	-		
Tasks	A0020. Inspect MGS, MGCS, Stage IV, or propulsion system rocket engine (PSRE) shipping and storage containers		35	36
	A0021. Inspect MGCS		30	32
	A0025. Load or unload MGCSs from support trucks		21	22

TABLE A26
EXAMPLES OF POI OBJECTIVES NOT SUPPORTED BY SURVEY DATA
(LESS THAN 30% MEMBERS PERFORMING)

UNIT	LEARNING OBJECTIVE	PERCENT MEMBERS PERFORMING		
		PERF CODE	1ST ENL (N=86)	3- LVL (N=74)
II.1.e	Without reference, identify basic facts pertaining to the Missile Air Elevator System with a minimum of 75% accuracy.	PC/W		
Tasks	A0103. Perform preoperational checks on air elevator support trailers (AESTs)		12	11
	B0209. Operate air elevator control modules		8	8
II.1.f.	Without reference, identify basic facts pertaining to the Launch Ejection Gas Generator (LEGG) System with a minimum of 75% accuracy.	PC/W		
Tasks	B0234. Prepare or process launch ejection gas generators (LEGGs) for shipment or storage		8	9
	B0238. Process LEGGS for LF installations		6	7
	B0244. Remove or install LEGGS		13	14
	C0280. Adjust components on Type II transporters		8	8
	C0298. Perform operational checks on Type II transporters		13	14
	C0304. Perform periodic inspections on Type II transporters		7	7
II.1.g.	Without reference, identify basic facts pertaining to the Type II Transporter and Emplacer with a minimum of 75% accuracy	PC/W		
Tasks	A0114. Perform preoperational checks on Type II transporters		15	14
	A0194. Service Type I or Type II transporters		6	5
	B0200. Cross load between Type I to Type II transporters		2	3

TABLE A27
EXAMPLES OF TASKS PERFORMED BY 30% OR MORE MEMBERS
BUT NOT REFERENCED TO ANY POI OBJECTIVE

TASKS		1ST ENL (N=86)	3- LVL (N=74)
A0015	Connect or disconnect reentry system (RS) separation cables	33	35
A0021	Inspect MGCSs	30	32
A0030	Lubricate secondary access components	33	35
A0031	Lubricate security pit vault door components	37	41
A0035	Operate maintenance and support truck hoists	56	55
A0043	Perform forced break-in entry procedures for secondary door lockouts	31	32
A0017	Perform preoperational checks on general trailers or tractors	40	39
A0109	Perform preoperational checks on hydraulic pusher sets	41	38
A0129	Prepare facilities for Strategic Arms Reduction Treaty (START) inspections, other than LFs	35	41
A0135	Remove or install ballistic gas generator cartridges	34	36
C0309	Perform operational checks on PT hoists or hoist systems	31	32
D0359	Inspect general or special purpose equipment	45	45
D0361	Load or unload equipment on general purpose vehicles	33	35

TABLE A28
 PERCENTAGE OF TIME SPENT ON DUTIES BY AFSC 2M0X2 MAJCOM GROUPS

DUTIES	AETC (N=10)	AFMC (N=15)	AFSPC (N=346)
A PERFORMING GENERAL MISSILE MAINTENANCE ACTIVITIES	24	15	36
B PERFORMING MISSILE HANDLING & TRANSPORT ACTIVITIES	*	21	9
C PERFORMING MISSILE MAINTENANCE SUPPORT ACTIVITIES	0	6	7
D PERFORMING VEHICLE AND EQUIPMENT CONTROL ACTIVITIES	2	3	3
E PERFORMING MISSILE PNEUDRAULICS ACTIVITIES	0	2	4
F PERFORMING DESTRUCT ORDNANCE ACTIVITIES	0	*	2
G PERFORMING GENERAL LAUNCH ACTIVITIES	1	4	6
H PERFORMING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES	*	*	2
I PERFORMING LAUNCH VEHICLE (LV) MECHANICAL ACTIVITIES	0	*	1
J PERFORMING LAUNCH VEHICLE (LV) ELECTRICAL ACTIVITIES	0	*	*
K PERFORMING LAUNCH VEHICLE (LV) FACILITIES ACTIVITIES	0		1
L PERFORMING SOLID ROCKET MOTOR UPGRADE (SRMU) ACTIVITIES	0	1	*
M PERFORMING PROPULSION ACTIVITIES	0	2	2
N PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES	0	19	*
O PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES	0	1	*
P PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	0	1	2
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	2	3
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	5	4
S PERFORMING TRAINING ACTIVITIES	39	3	5
T PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	30	16	12

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A29
JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	TRAINING	EQUIPMENT CONTROL & SUPPORT	SUPERVISION	MAINTENANCE CONTROL CLUSTER	LAUNCH VEHICLE JOB (STG 74) (N=8)	MAINTENANCE CONTROL CLUSTER
	II (STG 54) (N=8)	II (STG 50) (N=16)	II (STG 28) (N=59)	II (STG 44) (N=28)		PROPULSION JOB (STG 81) (N=18)
EXPRESSED JOB INTEREST						
INTERESTING	50	38	81	82	63	89
SO-SO	38	38	12	11	25	6
DULL	13	25	7	7	13	6
PERCEIVED USE OF TALENTS						
EXCELLENT TO PERFECT	25	13	20	32	50	28
FAIRLY WELL TO VERY WELL	38	31	64	57	25	67
NONE TO VERY LITTLE	38	56	15	11	25	6
PERCEIVED USE OF TRAINING						
EXCELLENT TO PERFECT	13	13	22	29	38	28
FAIRLY WELL TO VERY WELL	13	50	56	54	50	50
NONE TO VERY LITTLE	75	38	22	18	13	22
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	50	31	81	79	75	78
NEUTRAL	38	31	7	7	0	11
DISSATISFIED	13	38	12	14	25	11
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	50	56	66	75	100	72
NO OR PROBABLY NO	38	31	3	4	0	0
WILL RETIRE	13	13	31	21	0	28

Note: Columns may not add up to 100% due to rounding

TABLE A29 (Continued)
JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

VEHICLE SUPPORT	<u>GENERAL MISSILE MAINTENANCE CLUSTER</u>					
	<u>GENERAL MISSILE MAINTENANCE</u>	<u>GENERAL MISSILE MAINTENANCE</u>	<u>DESTRUCT ORDNANCE</u>	<u>PEACEKEEPER MAINTENANCE</u>	<u>LAUNCH OPS</u>	
	<u>J I I (STG 83) (N=7)</u>	<u>CLUSTER (STG 26) (N=121)</u>	<u>JOB (STG 92) (N=65)</u>	<u>JOB (STG 93) (N=14)</u>	<u>JOB (STG 47) (N=28)</u>	<u>JOB (STG 118) (N=6)</u>
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	29	78	80	79	64	100
SO-SO	14	12	15	14	11	0
DULL	57	10	5	7	25	0
<u>PERCEIVED USE OF TALENTS</u>						
EXCELLENT TO PERFECT	0	15	14	7	14	50
FAIRLY WELL TO VERY WELL	29	76	80	86	71	50
NONE TO VERY LITTLE	71	9	6	7	14	0
<u>PERCEIVED USE OF TRAINING</u>						
EXCELLENT TO PERFECT	0	41	51	14	36	33
FAIRLY WELL TO VERY WELL	14	55	49	86	57	50
NONE TO VERY LITTLE	86	3	0	0	7	17
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>						
SATISFIED	29	79	82	93	61	100
NEUTRAL	14	10	14	0	11	0
DISSATISFIED	57	11	5	7	29	0
<u>REENLISTMENT INTENTIONS</u>						
YES OR PROBABLY YES	57	79	80	93	64	100
NO OR PROBABLY NO	43	16	17	7	21	0
WILL RETIRE	0	5	3	0	14	0

Note: Columns may not add up to 100% due to rounding

TABLE A29 (Continued)
JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	MISSILE SUPPORT CLUSTER			
	MISSILE HANDLING & TRANSPORT IJ (STG 80) (N=36)	MISSILE SUPPORT CLUSTER (STG 23) (N=51)	MECHANICAL SUPPORT JOB (STG 153) (N=24)	PNEUDRAULICS JOB (STG 122) (N=20)
<u>EXPRESSED JOB INTEREST</u>				
INTERESTING	69	79	79	80
SO-SO	14	17	17	15
DULL	17	4	4	5
<u>PERCEIVED USE OF TALENTS</u>				
EXCELLENT TO PERFECT	17	16	21	15
FAIRLY WELL TO VERY WELL	58	71	67	75
NONE TO VERY LITTLE	25	14	13	10
<u>PERCEIVED USE OF TRAINING</u>				
EXCELLENT TO PERFECT	31	22	16	20
FAIRLY WELL TO VERY WELL	64	63	63	70
NONE TO VERY LITTLE	6	16	25	10
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>				
SATISFIED	75	69	79	65
NEUTRAL	11	16	8	25
DISSATISFIED	14	16	13	10
<u>REENLISTMENT INTENTIONS</u>				
YES OR PROBABLY YES	75	65	79	65
NO OR PROBABLY NO	17	16	4	15
WILL RETIRE	8	20	17	20

Note: Columns may not add up to 100% due to rounding

TABLE A30
JOB SATISFACTION INDICATORS FOR
AD MEMBERS
(PERCENT MEMBERS RESPONDING)

	AD <u>(N=372)</u>
<u>EXPRESSED JOB INTEREST</u>	
INTERESTING	74
SO-SO	15
DULL	11
<u>PERCEIVED USE OF TALENTS</u>	
EXCELLENT TO PERFECT	18
FAIRLY WELL TO VERY WELL	65
NONE TO VERY LITTLE	17
<u>PERCEIVED USE OF TRAINING</u>	
EXCELLENT TO PERFECT	29
FAIRLY WELL TO VERY WELL	55
NONE TO VERY LITTLE	17
<u>SENSE OF ACCOMPLISHMENT</u>	
SATISFIED	73
NEUTRAL	13
DISSATISFIED	15

Note: Columns may not add up to 100% due to rounding

TABLE A31
COMPARISON OF JOB SATISFACTION INDICATORS
BETWEEN CURRENT AND 2000 SURVEYS
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS' TAFMS		49-96 MONTHS' TAFMS		97+ MONTHS' TAFMS	
	2003 2M0X2 (N=86)	2000 2M0X2/A (N=148)	2003 2M0X2 (N=82)	2000 2M0X2/A (N=89)	2003 2M0X2 (N=204)	2000 2M0X2/A (N=295)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	66	59	71	66	78	80
SO-SO	17	20	16	22	14	12
DULL	16	21	13	12	7	8
<u>PERCEIVED USE OF TALENTS</u>						
EXCELLENT TO PERFECT	12	0	13	0	22	0
FAIRLY WELL TO VERY WELL	67	70	68	80	63	86
NONE TO VERY LITTLE	21	30	18	20	15	14
<u>PERCEIVED USE OF TRAINING</u>						
EXCELLENT TO PERFECT	37	0	33	0	24	0
FAIRLY WELL TO VERY WELL	47	78	59	90	56	82
NONE TO VERY LITTLE	16	22	9	10	20	18
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>						
SATISFIED	70	64	66	63	76	70
NEUTRAL	15	14	13	17	12	15
DISSATISFIED	15	22	21	20	12	15
<u>REENLISTMENT INTENTIONS</u>						
YES OR PROBABLY YES	63	55	74	72	71	77
NO OR PROBABLY NO	36	45	22	28	4	5
WILL RETIRE	1	0	6	0	25	18

Note: Columns may not add up to 100% due to rounding

TABLE A32

**COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR**

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=54)		49-96 MONTHS' TAFMS (N=61)		97+ MONTHS' TAFMS (N=145)	
	Percent Selecting	Average	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	54	2.45	48	2.45	47	2.28
PAY AND ALLOWANCES	62	2.39	51	2.52	53	2.29
BONUS OR SPECIAL PAY	61	2.67	48	2.55	19	2.26
RETIREMENT BENEFITS	69	2.65	66	2.70	86	2.65
MILITARY-RELATED EDU & TRNG	63	2.35	52	2.25	34	1.94
OPPORTUNITIES						
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	54	2.38	59	2.64	43	2.16
MEDICAL/ DENTAL CARE FOR AD MEMBER	61	2.58	61	2.35	46	2.45
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	46	2.60	57	2.51	51	2.48
BASE HOUSING	30	2.44	31	2.37	21	2.00
BASE SERVICES	24	2.23	30	1.72	15	1.64
CHILDCARE NEEDS	13	2.71	11	2.57	7	2.50
SPOUSE'S CAREER	9	2.40	16	2.40	10	2.67
CIVILIAN JOB OPPORTUNITIES	6	2.67	16	1.90	14	2.33
EQUAL EMPLOYMENT OPPORTUNITIES	11	2.17	11	2.43	2	1.67
NUMBER OF PCS MOVES	13	2.71	18	2.36	9	2.46
LOCATION OF PRESENT ASSIGNMENT	17	2.89	23	2.43	47	2.49
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	9	3.00	10	2.33	12	2.11
WORK SCHEDULE	52	2.36	38	2.09	32	2.17
ADDITIONAL DUTIES	13	2.43	8	2.20	10	1.79
JOB SECURITY	57	2.71	74	2.69	65	2.61
ENLISTED EVALUATION SYSTEM	11	2.33	11	2.43	6	1.62
PROMOTION OPPORTUNITIES	43	2.61	38	2.61	22	2.09
TRAINING/EXPERIENCE OF UNIT PERSONNEL	28	2.53	20	2.25	10	1.93
UNIT MANNING	9	2.60	10	2.50	4	1.67
UNIT RESOURCES	9	2.60	10	2.33	6	1.78
UNIT READINESS	9	2.40	7	2.50	2	2.33
RECOGNITION OF EFFORTS	35	2.53	18	2.45	15	1.91
ESPRIT DE CORPS/MORALE	26	2.79	30	2.39	21	2.32
LEADERSHIP OF IMMEDIATE SUPERVISOR	33	2.72	30	2.22	21	2.23
LEADERSHIP AT UNIT LEVEL	26	2.79	16	2.40	13	1.95
SENIOR AIR FORCE LEADERSHIP	17	2.78	11	2.57	10	1.79

TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUP

1-48 MONTHS' TAFMS (N=54)	49-96 MONTHS' TAFMS (N=61)	97+ MONTHS' TAFMS (N=145)
RETIREMENT BENEFITS	JOB SECURITY	RETIREMENT BENEFITS

MILITARY-RELATED EDUCATION & TRAINING OPPORTUNITIES	RETIREMENT BENEFITS	JOB SECURITY
PAY AND ALLOWANCES	MEDICAL OR DENTAL CARE FOR AD MEMBER	PAY AND ALLOWANCES
BONUS OR SPECIAL PAY	OFF-DUTY EDUCATION OR TRAINING OPPORTUNITIES	MEDICAL OR DENTAL CARE FOR FAMILY MEMBERS
MEDICAL OR DENTAL CARE FOR AD MEMBER	MEDICAL OR DENTAL CARE FOR FAMILY MEMBERS	LOCATION OF PRESENT ASSIGNMENT

TABLE A33

**COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR**

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=31)		49-96 MONTHS' TAFMS (N=16)		97+ MONTHS' TAFMS (N=8)	
	Percent	Average	Percent	Average	Percent	Average
					Selecting	Selecting
MILITARY LIFESTYLE	58	2.44	31	1.80	25	2.00
PAY AND ALLOWANCES	55	2.18	50	2.50	37	2.33
BONUS OR SPECIAL PAY	26	2.12	19	2.67	50	1.75
RETIREMENT BENEFITS	10	1.67	25	2.25	75	2.33
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	16	2.20	12	2.0	0	0
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	32	2.40	12	2.00	12	1.00
MEDICAL/ DENTAL CARE FOR AD MEMBER	26	1.75	25	2.25	25	3.00
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	23	2.00	31	2.60	50	2.25
BASE HOUSING	13	2.75	12	2.50	12	1.00
BASE SERVICES	13	2.00	12	3.00	12	3.00
CHILDCARE NEEDS	6	3.00	12	1.50	0	0
SPOUSE'S CAREER	16	2.40	6	3.00	12	3.00
CIVILIAN JOB OPPORTUNITIES	32	2.80	62	2.50	25	2.50
EQUAL EMPLOYMENT OPPORTUNITIES	10	2.33	0	0	12	3.00
NUMBER OF PCS MOVES	10	3.00	12	2.00	25	3.00
LOCATION OF PRESENT ASSIGNMENT	61	2.74	37	2.33	25	2.50
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	13	2.25	0	0	12	3.00
WORK SCHEDULE	16	2.80	19	1.33	25	2.50
ADDITIONAL DUTIES	6	3.00	6	2.00	12	2.00
JOB SECURITY	10	2.67	6	3.00	0	0
ENLISTED EVALUATION SYSTEM	3	2.00	12	2.50	25	3.00
PROMOTION OPPORTUNITIES	13	2.75	12	2.50	12	2.71
TRAINING/EXPERIENCE OF UNIT PERSONNEL	13	1.75	6	3.00	37	2.33
UNIT MANNING	19	2.00	31	2.40	62	2.20
UNIT RESOURCES	6	2.50	19	2.33	25	1.50
UNIT READINESS	3	2.00	12	3.00	0	0
RECOGNITION OF EFFORTS	45	2.36	19	2.33	50	1.75
ESPRIT DE CORPS/MORALE	13	2.25	37	2.00	50	2.00
LEADERSHIP OF IMMEDIATE SUPERVISOR	13	2.75	12	2.00	25	3.00

LEADERSHIP AT UNIT LEVEL	6	1.50	44	2.14	50	3.00
SENIOR AIR FORCE LEADERSHIP	6	2.00	19	2.67	50	2.75

TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUP

1-48 MONTHS' TAFMS (N=31)	49-96 MONTHS' TAFMS (N=16)	97+ MONTHS' TAFMS (N=8)
LOCATION OF PRESENT ASSIGNMENT	CIVILIAN JOB OPPORTUNITIES	RETIREMENT BENEFITS
MILITARY LIFESTYLE	PAY AND ALLOWANCES	UNIT MANNING
PAY AND ALLOWANCES	LEADERSHIP AT UNIT LEVEL	MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS
RECOGNITION OF EFFORTS	LOCATION OF PRESENT ASSIGNMENT	LEADERSHIP AT UNIT LEVEL
CIVILIAN JOB OPPORTUNITIES	MEDICAL/DENTAL CARE FOR FAMILY MEMBERS	SENIOR AIR FORCE LEADERSHIP